



UNIFOR

Ontario Council
Conseil de l'Ontario

**ONTARIO REGIONAL
COUNCIL**

MINUTES

APRIL 25-27, 2014

UNIFOR EDUCATION CENTRE

PORT ELGIN, ONTARIO

FRIDAY, APRIL 25, 2014

Upon commencing at 9:07 a.m.

CALL TO ORDER AND WELCOME

BROTHER DINO CHIODO: Let me welcome everybody here to the Education Centre here in Port Elgin for the 2nd Ontario Regional Council. So, welcome to everybody. And, for those that haven't been here before, I've already had some people come up and say how wonderful a Centre it is, some of the amenities. It's a wonderful place.

I'd just like to ask those that haven't been here before to please stand up if you haven't been in the Centre before, because I've heard a lot of good things. Again, I just want to say thanks very much for coming to the Ontario Regional Council, and I hope you enjoy the wonderful amenities we have to offer here. It truly is a wonderful site, and in saying that, I thank everybody for being here, and I hope we have a wonderful Ontario Regional Council. There's a lot of good things that we're planning and a lot of good things to come.

In saying that, I'd like to also thank the staff here in Port Elgin. They do a wonderful job providing the services that are needed to keep this place running, providing the food, taking care of our rooms; everything that's required to keep us moving forward. I want to thank them.

I want to thank Local 2458. That's the local that represents the staff that's in here. So, congratulations and thank you to all of those individuals that make this place run.

What I'd like to do now is I'd like to ask everybody to stand for a moment of silence, to stand in recognition of individuals that have passed away since the last Ontario Regional Council, but make special note of individuals like Ramundo Porco, the father of Tullio, our Financial Secretary; Joe McCabe, national staff rep; Miles Gorgachuck, Local 728 out of Edmonton who was part of the Rights at Work Campaign, organizer for the western region, and he was 41 years old when he passed away; and anybody that has died from occupational disease or couldn't be here with us today for any of those reasons as well, please keep them in your thoughts.

--- Moment of Silence

ADOPTION OF MINUTES

BROTHER DINO CHIODO: Thank you very much. Everybody has their kit in front of them. The minutes are a part of that kit, and in saying that, I'd like to have a mover on the minutes. If I can get a mover? Moved and supported.

All those in favour?

(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown)

Carried. CARRIED

Thank you very much. And, basically, if you have any changes while you're going through our Ontario Regional Council over the next couple of days, if there are any additions or omissions, if there are any changes that have to be made, please make sure you bring those forward so we can take a look so we can make the proper notifications and changes as necessary.

INTRODUCTION OF RETIREES AND SPECIAL GUESTS

BROTHER DINO CHIODO: In saying that, I'd like to recognize a number of individuals that are with us in this room today. Some, because they've created what we have to enjoy, and in saying that, I want to recognize the retirees in the room and the retirees executive. If you could please stand up and be recognized? You've done an amazing amount of work, and you've been the foundation that we build upon. Thank you for all your hard work and dedication. You're doing a wonderful job. Keep up the good work. Thank you very much.

I also have a couple of special guests to recognize, some individuals who have

put a lot of time and effort into continuing to promote the ideals of the union, fighting for issues of social justice. The past CAW President is here, Ken Lewenza. Ken, if you could stand up?

I'd also like to recognize the father of a man that we can't hold down because he's flying from city to city to city, but I'd like to recognize Jerry Dias, Sr. who is in the room. He went through some surgery. He's doing well walking around, and I thank him for being here today as well to see his son in action.

I'd like to also recognize the National Executive Board for all their hard work and dedication. I'm not going to go through all the individuals from the National Executive Board that are all here, because I don't want to miss anybody. But, I'd like to ask the National Executive Board members that are here to please stand up and be recognized from your peers. National Executive Board, please stand. Thank you very much.

INTRODUCTION OF ONTARIO REGIONAL COUNCIL EXECUTIVE BOARD AND STANDING COMMITTEES

BROTHER DINO CHIODO: At our last Ontario Regional Council, we did a lot of work, and we had an election to make sure we can identify and elect an Ontario Regional Council Executive as well as standing committees to bring the issues forward, to talk about the issues that are important to our membership, and make progress with regards to the important initiatives that we look at as a union on a go-forward basis, and I would like to introduce your Ontario Regional Council Executive Board at this time.

Local 7-O: Candace Lavalley, Vice-Chair

Local 2458: Tullio Diponti, Secretary-Treasurer

Your Members-at-Large:

Local 350: Maggie Harbert

Local 229: Kari Jefford

Local 598: Anne-Marie MacInnis

Local 848: Mark Mathewson

Local 4268: Debbie Montgomery

Local 27: Jim Reid

Local 87-M: K.H. Wong

Local 199: Wayne Gates

Wayne Gates is on a current leave right now, but Wayne Gates has had a little bit of a battle in the Niagara region running for an NDP position at the provincial level, and was very successful, and I commend him, and I look forward to hearing from him later on in this Ontario Regional Council. But, I don't want to exclude Brother Wayne Gates.

I'd also like to recognize our elected standing committees, because I think it's important. We've created standing committees to make sure that we can focus on a number of initiatives that are important. And, again, make sure that we can have delegates participate through those committees.

There's been a lot of discussion on how they look, how they prepare. Yesterday, there were a number of meetings that took place. I think there were about 14 or 15 in total. But, it recognized the seven standing committees that we have put forward through our bylaws and through the Constitution.

I want the individuals from the Political Action Committee to please stand up. It's: Chris Taylor, Jacqueline McIntosh and Willy Lambert.

Your Health, Safety and Environment Committee are: Stephanie Brownlee, Jamie Wright and Scott McIlmoyle.

Your LGBT Committee: Kellie Scanlan, Sue Slean and Steve Olsen.

In your Aboriginal and Racialized Workers Committee, we have: Sharon Davis, Carl Cywink and Bobby Pearsall.

Your Workers with Disabilities are represented through: Sam Snyder, Denise Viau and Derek MacLeod.

Your Women's Committee: Pearl Almeida, Gwen Campbell and Sue MacKinnon.

And, your Young Workers Committee represented through: Allison Buckner, Liam Howes and D.J. Lacey.

Thank you very much, to each and every one of them. We had a number of productive meetings over the course of yesterday, and I'm sure that will continue on, and we'll be able to get those call letters out a little earlier. There was a little bit of confusion, but for all intents and purposes, for your next Ontario Regional Council meeting, we'll give everybody a few months to make sure they understand when those meetings are going to take place, so we can have maximum participation.

Now, getting into our agenda for today, I just want to remind everyone that the anti-harassment policy is in full force at this meeting. If you would like to read the statement, a copy has been provided for you in the delegates' kits that are in front of you. It is our intention to ensure that this meeting is harassment free, and any incidents of harassment will be dealt with quickly and confidentiality.

There will be two ombudspersons that you'll be able to contact throughout the course of the weekend if need be. And, if they need to respond under our policy, they definitely will.

For this Council, those ombudspersons are going to be Julie White, from the Women's Department, and Vinay Sharma, from the Human Rights Department. If they could please stand up to be recognized so we could put a name to the face?

Lastly, I need to make a few short announcements. At the Health and Safety booth today, the Health, Safety and Environment group would like to put together a working document. And, what they're looking for, basically, is a networking/contact information list, because there are a number of locals that are looking for support, whether it be through WSIB, through EI, through S&A information, and they're trying to find out who could provide that information within their region.

If you have the opportunity over the next day or day and a half, please make sure you make your way to the Health and Safety booth out in the hallway, and provide that information. And, basically, what we're doing is just, again, trying to identify people that have experience or specialize in WSIB that can answer a couple of questions so we can network them within the region. People that have information from an EI perspective or an S&A perspective, even if you have meeting rooms available where people can have some confidential space to provide the opportunity to bring workers together and have the confidential conversations that have to take place, and if you could do that, it would be much appreciated.

Also, there are devices that are available. Graeme, here at the front, will be able to provide those to anybody who has a hearing impairment and needs those types of devices over the course of the weekend. Please make sure you connect with Graeme, and he'll make sure that you get one of those devices as well.

I'm looking forward to this Ontario Regional Council. I'm very excited. I'm interested to hear a lot of the speakers. We've put together an amazing agenda, and we're going to have some good debate and discussion.

Again, I would encourage individuals to respectfully go to the mics and talk about the issues that are important with regards to the recommendations that are on the floor, to have the debate that's necessary so we can progress the items that are important to each and every one of us. And, from that perspective, over the course of today, there are a few recommendations. If people just want to get a little bit ahead to know what recommendations will be coming forward, we'll be concentrating on Recommendation No. 1 at approximately 11:00 or thereafter; Recommendation Nos. 9 and 10 between approximately 2:00 and 3:00; and if we have time, we'll

definitely be getting into Recommendation No. 2 as well. The remainder of the recommendations will more than likely be heard tomorrow. But, again, that can shuffle around, but I just wanted to give individuals a head's up with regards to maybe being able to take a look at some of those recommendations, and prepare any notes that you might need for our Council here today.

And, now, to kick off our Ontario Regional Council, what I'd like to do is I'd like to ask Patricia Johnston from Local 1285 to please come up and give us an Aboriginal greeting.

--- Whereupon an Aboriginal greeting is performed by
Patricia Johnston

DINO CHIODO: Patricia, thank you for bringing us that wonderful greeting. Thank you very much.

Now, what I'd like to do is I'd like to call up our Director from the Ontario Regional Council. She is also the Director of Health Care, doing a lot of work, doing a tremendous job keeping us focused, Katha Fortier.

KATHA FORTIER: Thank you, Dino, and welcome everybody. Welcome sisters and brothers to our 2nd Ontario Regional Council.

Our Communications Department, if they're ready to go, actually has put together a great pictorial of our first seven months as Unifor. So, we're just going to run that real quickly, and then I'll get into my report.

--- Whereupon a video is played

KATHA FORTIER: It's always, always great to see where we have been. And, again, that's a great question. That was put together by Katie Arnup in our Communications Department, and I think she did a fantastic job on that. Thank you, Katie.

Welcome, especially to those who are here at this facility for the first time. We are meeting here in this incredible facility, which is so full of history and meaning for so many of us. But, it will be the debates and the decisions and the collective experiences that we have this weekend and in many future meetings and worker education programs that will give meaning to the Centre for Unifor Ontario.

The Centre staff are members of Unifor Local 2458, and they absolutely do a fabulous job of taking care of us. So, please, when you get the opportunity, please say thank you to them. They are up in the booth there. They are in the cafeteria feeding us great meals. And, they do a terrific job.

You may have noticed you're not in Toronto. We are in Bruce County, named after the Bruce Peninsula just to the north of us, which goes from Georgian Bay to the northeast. The Bruce Peninsula is the northern extension of the Niagara Escarpment, which connects us to Hamilton, St. Catharines and Niagara.

In fact, for those of you who are up to it, they tell me you can walk to Niagara Falls from here, along the famous Bruce Trail. Now, I am not going to try it, but I am told if you are interested, you go right by Jerry Dias' house and he would be happy and invite you all in for a beer. So, if you want a nice hike and a stop on the midway point, that's the place to go.

While this community is known to most of you, of course, as Port Elgin, we have heard that it is actually the municipality known as Saugeen Shores. Saugeen is an Ojibwe word that means inlet, an inlet just to the north of us created by the Saugeen River running into Lake Huron.

This is the other Ontario where people can't see Bay Street, where a life in politics is about farming and resources, forestry, mining and tourism; where social services and health care cuts affect people immediately, because there is no alternative to the regional hospital; where First Nations' issues are unresolved and we have Third World social conditions in our midst.

This is also the Ontario where working people are sometimes convinced to vote against their own economic interests. But, not this time, not if we have our say about it, and we will.

Sisters and brothers, this is ORC is taking place at a critical time in Ontario. We are days away from the next provincial budget, and the content of that budget and how it is received by the Opposition will determine whether we have a spring election. It is very difficult to predict political outcomes. Pollsters get it wrong and, certainly, politicians get it very wrong.

But, every serious look at Ontario politics over the last year shows the most likely outcome of an election in Ontario is another minority government. There is a chance, maybe a very dangerous risk, actually, that Hudak and the Conservatives could form the next government. There could not be a worse outcome for Ontario than giving Tim Hudak the reins of power.

Yes, he has apparently retreated somewhat on his proposed right to work for less legislation, but we have little reason to believe him, because his hostility to working people is exhibited in almost every single thing that he says and he does. In fact, if you check their website today, you will still see the White Paper, his path to prosperity, his flexible labour markets. Even though he claims to have backed off, this document in its entirety remains posted on the Ontario Conservative website today.

His latest policy is to eliminate the College of Skilled Trades that oversees apprenticeships in Ontario. Why? Because he says it's just a front for unions. Really? Unions have been involved in trades training, apprenticeships and certification of skilled trades since the very beginning of the labour movement over 100 years ago.

But, why should we be surprised? We need only remember what Hugh Segal said at our first Ontario Council meeting, when he reminded us that it was John A. Macdonald who enacted the *Trade Union Recognition Act* in the 1870's. Hudak would not only take us back to the last century, but he would actually take us back to the one before that.

He is on record as opposing investment in Ontario, in the auto industry and his public statements undermined and put at risk the recent Chrysler investments.

His program says he will create private sector jobs by eliminating public sector jobs. We know what that means. Privatization of our public services doesn't mean those services cost less. In fact, it is usually just the opposite. What it does mean is that corporate greed takes over the services we rely on, and profits by lowering the wages and benefits of workers.

Last week, a Toronto Star columnist compared his economic plan to a Vietnam War strategy: We will destroy the village in order to save it. The Hudak jobs plan is not about jobs at all, but about attacking workers. Ontario is our village and we want to make Ontario work fairly for everyone.

We want to make the current government work on behalf of our members and working families in Ontario. This government requires the support of the NDP to enact legislation, and we hope that the NDP will use its leverage to secure better, more progressive results. Remember, there will be an election by the fall of 2015, in any event. The question before Ontario is not whether there will be an election, but when.

Of course, Premier Wynne and her government will determine their own future with the budget they deliver on May 1st. Unifor has been very clear with the government about what it believes should be in the budget. We have called for progressive labour legislation to support organizing and collective bargaining, especially for precarious and contract workers.

We do not agree that labour laws should be modernized by taking away the rights that we have had for decades. That is why Ontario's labour movement has told the government that it's time to reform labour laws, to strengthen the institution of collective bargaining in Ontario.

We need successor rights for those workers who have the unfortunate luck of working for a contractor who can dump their employees just by changing names. We need first

contract arbitration and other supports for organizing like off-site and neutral voting mechanisms, and access to the number of potential members in an organizing drive.

We have told the government that an Ontario pension plan must be part of the solution to retirement security. Ontario can and should lead on this issue, because the Harper Conservatives have made it clear that we will not get expanded CPP on their watch. But, if Ontario is to lead on retirement security, it must not make matters worse through another voluntary investment scheme run by the banks.

We need a fair, universal plan that is portable, and which can be combined with CPP when we actually get a national government prepared to do their part.

We need an industry policy for value-added jobs, with a mandate to attract jobs, to promote jobs, to protect jobs at risk, and encourage new investment that attaches itself to good jobs. And, not least, of course, we have told the government that Ontario needs a no-cuts budget for health care and education.

When the budget comes down, we will look at carefully, and consult with our Executive and with our National Officers to determine whether it is a budget that can be supported. If it can be supported, because there's tangible benefits for working people, we will urge the Opposition to pass the budget and implement it before an election takes place next year. But, the election may well be imminent and we must be ready.

We are looking carefully at how we can have the maximum impact on an election outcome. We have identified the key swing ridings. We are overlapping that analysis with our membership to see where we can really make a difference.

The election strategy that we need boils down to two things. First, we need to make it clear what kind of policies Ontario workers need and deserve. We are opposed to Hudak, of course, but we don't want to simply oppose. We are for much more than we are against. Our vision is about shared prosperity. And, when asked, most people, whether they're union members or not, share that vision.

Second, we will organize ourselves riding by riding to ensure that Hudak's Conservatives don't emerge on top, and to support progressive pro-labour candidates wherever possible.

These are the essential points in my recommendation for Ontario politics. And, I look forward to your debate and input on this key issue. Of course, it will involve further analysis, because we don't have all the answers today.

And, of course, we look forward to hearing from our own Wayne Gates, who was elected against the odds in February as MPP for Niagara Falls. I don't need to tell you in this room what a fantastic steal that was from the Conservatives. Wayne, a Unifor local union president beat Hudak in his own backyard.

Wayne, of course, will tell you that he didn't do it alone. He did this with the support of his union. And, we can look forward to hearing from him tomorrow afternoon about what we can expect to hear from the NDP and what their election platform will contain.

We, also, can look forward to hearing from our new Communications Director, Sarah Blackstone. Sarah, give everybody a wave so they know what you look like. Sarah is doing a great job. She has put together some common-sense tips on what all of us can do to get the outcomes we want in the election.

Last week, on April 16th, Ontario proclaimed equal payday to raise awareness of the earnings gap between men and women in Ontario. The day is calculated each year in countries around the world, to mark the extra time it takes a woman to earn as much as a man.

Based on the latest available data, men in Ontario earned an average of \$49,000.00 in 2011, while it took women until April 16th the following year to earn that same amount, according to a report being released Tuesday by the Canadian Centre for Policy Alternatives. Last year in Ontario, equal payday fell a week earlier, April 9th. This year, a week

longer. The earnings gap is actually getting larger, from 28 percent in 2010 to 31.5 percent a year later.

When we talk about good jobs, let's make sure that we keep women's equality in the picture. It is about pay for work of equal value, but it is also about making every job that a woman performs a decent job with a living wage, without harassments.

Good Jobs is a theme for Unifor this year, but not just because of the summit in October. We have good jobs on the bargaining table. Public sector jobs are under continual threat, and it is no coincidence that the majority of the public sector workers are women.

In Ontario, we have seen the Liberals open the door for privatization of hospital services. Moving hospital services out of hospitals does two things. First, it takes the service out of the umbrella protection of the *Canada Health Act*, which covers specifically care by a doctor and care in a hospital. And, secondly, of course, follows the erosion of wages and working conditions.

If any government is seriously concerned about providing women decent opportunities in the workforce where they can meaningfully contribute to the well-being of our entire economy, then they should commit to keeping the necessary services Ontarians rely on in public hands.

Thanks to a plebiscite vote held by the Ontario Health Coalition this month, that message was really delivered loud and clear. Nearly 60,000 voters across the province voted almost 100 percent in favour of keeping hospital services intact, rather than transferring them to private clinics.

I know that many of you in this room worked hard with our coalition partners in making this happen on the ground. In fact, I know Len Hope, our retiree representative on the National Executive Board, still hasn't stopped.

If they're not already on the table, you are all going to be given a ballot and all of the information from the Health Coalition. And, you are encouraged to bring that back to your local unions, because we are not going to start counting.

This year, we are going to have most of our hospitals and our nursing homes in the Province of Ontario in bargaining. These workers are all considered public sector, even those who work for a for-profit nursing home. And, as such, they haven't had a wage increase since 2011. They have done their share to pay for a recession that they didn't create. And, this year, we are prepared to make real gains for those workers.

We are also beginning pulp and paper bargaining this week for thousands of our members across the province in 21 local unions. This is their opportunity to get back on track with wages and benefits and job security that were affected by the crisis five years ago. Our members sacrificed to deal with companies in bankruptcy protection, and in the case of Resolute, to ensure that 25,000 pensioners were protected.

The crisis isn't over, but there is a slow and steady recovery and a return to profitability. In some cases, it is extreme profitability. A key demand we have is for more job security and a commitment from employers to create more good jobs.

I am really excited about the Good Jobs Panel tomorrow. We are going to have expert information on the state of our labour market, and then another angle on these issues from the perspective of students and from temp workers.

Without stealing the thunder of our speaker tomorrow from the Ontario CCPA, I want to mention a few things from their report released two weeks ago. Every economic region in Ontario has lost at least 18 percent of the manufacturing jobs that existed in 2000. In relative terms, Northwestern Ontario lost the most; 60 percent of its manufacturing jobs between 2000 and 2013.

In absolute numbers, Windsor, Sarnia, Ottawa, Kitchener, Waterloo and Barrie have lost the most manufacturing jobs since 2000. Windsor and Sarnia, for example, has seen its labour market shrink by 7,000 jobs since 2000. London hasn't fared much better. Between 2000

and 2008, London lost 6,000 manufacturing jobs.

And, although almost 100,000 new net jobs have been created in Hamilton and Niagara since 2000, the region has seen a loss of about 8,000 full-time jobs since the recession, and the creation of about 5,300 part-time jobs.

Across Ontario, job creation has been concentrated in the service sector and is far more polarized as far as income is concerned. Some of the new jobs that have replaced manufacturing have been high-paying jobs in technology and health care. Unfortunately, more of those jobs are precarious and offer low pay. Also troubling, part-time and temporary growth has been outpacing full-time job growth.

You will hear from Kaylie tomorrow about this, but these are the facts and the reasons that we are having a Good Jobs Summit. You will hear from the chairperson of the Ontario Students Federation about what it means for a student trying to break into the labour market and why unpaid internships have been allowed to become commonplace in Ontario.

At a Progress Summit hosted last month by the Broadbent Institute, one of the speakers who was talking about opportunities for young workers said, this is a quote, "We have the best-educated baristas in the world."

I know this to be true, because, well, my son is one of them. With six years of university, a degree and two certificates, he hasn't been able to break into his field. These young adults are now told they lack so-called soft skills, and the only way to get them is to work for free.

My son was raised in a union household with some principles around work. He expects to be paid for it. Thankfully, his barista skills or server skills pay the bills, but only because he is able to rely on tips. It is a challenge for young people. In fact, at one point, I just suggested he run for mayor of Ontario. I figured anybody can do it.

And, you will hear also hear from a former manager of a temp agency, and how a whole other economy exists in the midst of our formal economy where workers don't work for the employer who supervise them, and where they're regarded as investment coupons that pay an hourly or weekly dividend to the temp agency owner. This will be a fascinating discussion.

We have organized this panel not for education alone. This is about learning what we need to know in order to organize. Unifor's Good Jobs Revolution is on our agenda at this meeting, and I hope you take to the floor to discuss the recommendation on this important subject.

We have a recommendation to consider about supporting a vision for rail transportation in this country. Rail transportation was a foundation of this country and, in fact, in countries around the world, it still remains an integral part of their society.

But, we have let the ball drop. We have allowed the services to become decimated to the point where the government can justify eliminating them. Sadly, they know if they make the system fail, if they try to make sure it isn't quick and efficient, then more and more people will find alternatives.

But, the beauty of being a Unifor member in a union that represents more than 20 major sectors of the economy is that we can work to change all that. We can use our power to support each other, because one thing I know for sure is that we are all going to need each other at one time.

So, I urge you, sisters and brothers, to support our sisters and brothers in rail, and not just this weekend, but going forward, to create a vibrant rail system that will serve us all.

We will talk about workplace safety, not only here, but internationally as we hold a ceremony commemorating workers who have lost their lives on the job. That includes the tragedy in Bangladesh at Rana Plaza, where one year ago yesterday, 1,138 people, mostly women, lost their lives in a garment factory collapse.

Sisters and brothers, tragedy doesn't get much bigger than that. And, while we must always consider the safety of our members, we must remember that workers around the world face far greater dangers in the wake of this global economy and the all-consuming greed that

accompanies it.

We are going to talk about health care. Canadians are united in one thing, our pride for universal health care, a system that doesn't differentiate between the judge and the janitor. Many of us aren't old enough to remember life before Medicare. I don't.

But, I won't ever forget the stories from my family that I shared at our December Council, or also from many Canadians, many of you in this room who remember including, our retirees who have been incredible defenders working for Medicare issues. I wasn't old enough for the fight to bring Medicare to Canada, but I am sure as heck old enough to defend it now, and, boy, does it need defending.

Stephen Harper has turned a blind eye to any infraction of the *Canada Health Act*, the Act that he is sworn to uphold. He has refused to negotiate the 2004 Health Accord. But, most people won't actually make the connection as to what that really means.

The 2004 Health Accord, which actually expired on March 31st, is an agreement between the federal government and the provinces and territories that provided for stable funding transfer payments in exchange for reaching certain benchmarks on things like wait times.

Well, it wasn't perfect. We still are nowhere near the level of federal funding for health care that we were two decades ago. And, while it could have actually provided for stricter qualifiers, it did actually work. Wait times improved and funding levels stabilized for most of the provinces.

Now, Harper not only wants to ignore all that progress, he wants to take us backwards. He has no intention of renewing the accord or protecting the principles of the *Canada Health Act*. His refusal to even talk about the accord is evidence of this. Harper would simply love to let the chips fall where they may, and leave the provinces to their own devices as they struggle with inadequate funding.

If that is not bad enough, it goes even farther. Harper is ignoring blatant violations of the *Canada Health Act* in B.C., where Dr. Brian Day, or as he is otherwise known, "Dr. Profit", is violating the Act as we speak.

He has been caught double-billing the Medicare system and patients with no consequence whatsoever. In fact, this September, he will bring forward a court challenge in B.C. that will demand all Canadians should have the right to buy private health care. If Dr. Day is successful, we won't recognize Medicare in Canada. The doors for privatization will be thrown wide open across the country.

Thankfully, our coalition partners have stepped in. Jointly, the Canadian Doctors for Medicare and the B.C. Health Coalition have won intervener status at these court proceedings and are working on the fight of our life.

We will hear more of this later this morning from our good friend, Dr. Danielle Martin, one of the founding chairs of Canadian Doctors for Medicare. Some of you may remember her father, D'Arcy, an incredible activist. The apple doesn't fall very far from the tree in that case.

I know that once you have heard from her, you will understand the importance of making a substantial one-time donation to this cause because, ultimately, Medicare belongs to all of us.

With the challenges we face at the bargaining table, none of us wants to negotiate health care. It's a right that we have every intention of maintaining. As far as health care is concerned, we are the envy of the world, and we not only intend to stay that way, we intend to make it better.

We have talked about our rights at work campaign at the December Council, and at that time we had a draft plan. Well, today, we have a plan. Jerry and Peter and I attended leadership meetings in ten Ontario cities to talk about organizing our members.

We know that many of our members don't understand that their wages and

working conditions are a direct result in their membership in the union and the ability to negotiate collectively. It is not their fault. We haven't helped them make that connection, but it is our job to do that now. When our members don't understand this connection, they're susceptible to the rhetoric. They don't believe that optional union dues would have any effect on their wages and working conditions.

They listen to Tim Hudak speak about giving workers a choice, letting them make that choice based on what drives their own prosperity, not fully understanding that their own prosperity was created because of their collective power to negotiate. We have got some tough conversations about what unions bring to the workplace, because Tim Hudak can't be trusted.

He believes that unions haven't adapted to the modern economy. In his mind, workers want to change jobs and even careers on a regular basis. He thinks that nobody wants a job for life and he firmly believes that no one needs a union to tie them down. In Tim Hudak's mind, workers at Caterpillar should have adapted to the pressures of a global economy and agreed to cut their wages and benefits in half.

We have a different view on what prosperity would look like. Decent jobs where workers can buy a home, care for their family and contribute to the economy, balancing corporate greed, which has really reached unimaginable heights, and a society where we take care of each other, where we access good health care, education and social safety nets. But, more importantly, a future for our kids to have an even better life than ours.

This is real prosperity for everyone and it is possible. We have a plan and the plan starts today. It starts with organizing our members, all 300,000 of them. And then we find our allies, because they are everywhere. And, we'll find unlikely allies, people who understand that unions provide value and balance to our society, like Conservative Senator Hugh Segal who spoke at our December Council.

Our message will ring true because, quite simply, it is true. We just need to keep saying it. Our new Member, Mobilization Political Action Director, Roland Kiehne -- I think everybody will recognize him, but he has got a new role here. Roland will lead us through a discussion about our plan. It is ambitious, but I have every confidence that the people in this room will make sure that we get it done.

I do want to now mention my recommendation on the CLC Convention, which opens in just ten days in Montreal. Unifor's Hassan Yussuff is running for president and we must use every available credential to ensure that he is elected. Jerry and Hassan will speak to you more directly about issues at the CLC.

But, I want to say, by way of introduction, that Unifor was founded to change Canada, but first to change ourselves and to change the labour movement. We made this analysis and this decision in our founding documents at our founding convention, and we're taking those decisions to the CLC Convention, and I hope and expect to see many of you there on May 5th.

And, of course, speaking of elections, who would forget this fall that we will see our municipal elections? As a recent transplant to Toronto, I cannot understate the importance of electing progressive candidates. We have had some success, but we need to concentrate our efforts.

Rob Ford has shown the whole province, well, the world actually, just show bad it can get. I know that we can count on all of you in this room to work to elect leaders who share our vision. In Toronto, of course, that will be Olivia Chow for mayor. While every municipal election will be important, that will be a victory that will definitely be heard around the world and something we will be proud of.

I do know my good friend, Ken Lewenza, is in the room. And, you know, of course, I would be very happy to amend my recommendation, if he would like to announce his candidacy for the mayor of Windsor.

While not part of our official recommendations, there are a few issues that I

would like to raise. We did some analysis of our first Ontario Regional Council meeting. Attendance was really phenomenal. We had a total of almost 800 people there, including delegates, alternates, guests, observers and staff.

But, when we looked closer at the numbers, only about two-thirds of our actual delegates attended, and only about 55 percent of our local unions attended. I understand, from what I am told, that those numbers are pretty normal from both our former unions. But, we have created Unifor to do better. Forty-five percent of our local unions missing Council, missing the democratic process of our union, is just not acceptable.

With the help of our service staff, we have been investigating why this has happened. And, in the vast majority of cases, it is about resources. We need to spend some time thinking about how we can fix this. While we have said we would never, ever force any union to amalgamate, we do know that there are many out there that would like to do so, given the opportunity.

We are asking everybody to give this some thought. Are you a large local union that has amalgamated that could make space for a small local, and give them some security in knowing that they would continue to have a voice and participate in the labour movement? Are you a small local union that has challenges and wants to find a place to go that will be a good fit for you?

If you are, you need to talk to your staff representatives, the assistants, or myself, and we will work with you to find that, and of course, we will commit to not force any local union to do anything that is against the wishes of their membership. But, we do have to raise it and we do have to have this conversation around the province. The goal is quite simply to build a better union. And, to do that, we must engage our members.

I would also like to thank the activists in this room who have worked so hard and continue to work so hard at our organizing drive for our sisters and brothers at Toyota. I do not think we need to reiterate our support for this drive. I think we all understand that a win here is really a game changer.

We have had a bit of a challenge with the numbers game that employers play. It is easy for them to play, because according to the rules, they hold all the cards. You will find on the tables a couple of documents from sources independent of the process who explain far better than I can the challenge of an organizing drive of this magnitude.

But, ultimately, we will come out stronger than ever. Our inside committee is just as determined as ever to bring a successful Unifor vote to their workplace. Cards continue to come in and the tide has turned. Our Organizing Director, John Aman, will say that that is because of many of you in this room who have worked tirelessly, not only to deliver our message, but to give them the confidence they need to win the support of their co-workers.

And, of course, we need to talk about minimum wage. Unifor has continued to lead the fight for a living minimum wage in our province, and with our partners, we have made a bit of ground. We have put it on the agenda. But, ultimately, we still have a lot of work to do.

We all agree that working full time should not leave a worker living in poverty. We know that a \$14.00-an-hour minimum wage would go directly back into our local economies and it just makes sense. We won't stop using our power to deliver that message. Unifor members, even those who far exceed minimum wage in their personal earnings, have been front and centre in this fight, and I thank you for that.

I also want to talk about a Canadian tragedy, the hundreds of missing and murdered Aboriginal women and girls in this country. I don't need to tell any of you in this room how shameful this is. We have a federal government who is convinced that nothing is wrong, when nothing could be further from the truth.

Recently, the murder of a young woman from Nova Scotia, Loretta Saunders, has brought the issue to the public forefront. An Aboriginal woman herself, she was writing her

thesis on the topic of missing and murdered Aboriginal woman. I am sure she never intended that she would be one of them.

But, the fact is, Aboriginal women are three times as likely to be murdered by a stranger than a non-Aboriginal. And, shamefully, the fact is that many of these cases go unreported and under investigated.

And, while we don't have a recommendation on this topic this weekend, I do know that you will support our Ontario Regional Council in matching a \$2,500.00 donation that was made at the Atlantic Council by all three councils: B.C., Western Council and Atlantic Council, to the Loretta Saunders Scholarship Fund.

All totaled, between our National Union and local unions, more than \$50,000.00 was raised at that Atlantic Council, so it's something we can be very proud of.

I have talked about our challenges, but I want to, of course, talk about some of our strengths. Have you seen the profile of our amazing union? This was put together by Bill Murnighan, our Research Director and his great department, and is available for viewing on our website.

Ontario Unifor is 158,000 strong. We have 305 local unions and over 1,500 bargaining units. We are diverse and this will be our strength. We represent workers in 28 specific sectors of the economy. And, the largest sector in Ontario Unifor is, wait for it, health care. Auto is having a conference here. They're going to go check the stats right now. They're in shock. Sorry.

I do want to congratulate you who have been working so hard to set up your industry councils. In fact, some are up and running already. Chris Buckley has been the go-to guy on this project and has been doing a great job, so I am sure he is around here this weekend. Chris, can you stand up?

There he is, standing at the back. Okay. If you have any questions about industry councils, I encourage you to track Chris down, and he will be happy to answer your questions.

There really is no doubt in my mind that the industry councils would be much more effective because of the diversity of our union. And, the really great thing is that we can count on each other. Imagine how we'll have a forum at least once a year to come together to talk about our sector, and then a day later, we can come together to talk about those challenges with hundreds of other like-minded activists from other sectors. It really is quite brilliant, and I would say that we will be unstoppable. That is probably why the right is so worried.

We have been Unifor for a little more than seven months. And, in hindsight, I really can't believe what we have accomplished. We have elected our National Executive Board, of course, but we have also elected regional councils and regional executives in five parts of the province.

If you can believe it, your Ontario Regional Council Executive has already met on three separate occasions. I have to say they're as committed a group of trade unionists that I have ever seen, and are conscious of all of you, all of our members, and all Ontarians in everything that we do.

Our committees are meeting and working hard. And, we will have a short presentation tomorrow from the Workers with Disabilities Committee. And, again, this is a new committee, a first for both our former unions, so it's very important that we hear from them.

And, of course, I have to extend my sympathies to the Political Action Committee, because I think that they've got their work cut out for them this year. I don't know. Ontario is crazy with elections.

And, tomorrow, we will also hear from our president, Jerry Dias. And, I don't have to tell you much about Jerry Dias because, quite frankly, I think he has been on the road personally introducing himself to all of you for the last seven months. Probably, people are very familiar with Jerry. But, let me say this: Jerry is never one to shy away from a fight, if that means

backing down from choosing the path that is right for workers.

Peter Kennedy, our Secretary-Treasurer, couldn't be here this weekend. He is leading a Unifor delegation in Bangladesh in solidarity with workers there who face extreme working conditions, the likes of which we thankfully haven't seen here in many years.

You have my recommendations in front of you. Let me assure you, they have been well vetted by your elected bodies. I won't read them until they come up in the agenda, which will be in between our speakers and presenters. We will bring them forward hopefully in sync with those presentations that we will have over the course of the next few days. And, again, I think if you read them, they are almost as long as my report, so we'll just do it one at a time.

You also have staff reports in front of you. They contain the details of every assignment in our region, plus sector director reports and department director reports. The staff of our union spend a lot of time preparing these reports for every single regional council, and they work incredibly hard servicing our members and supporting our sectors. So, let's just give our staff of the union a bit of applause and recognition for what they do.

You will also be given the opportunity to speak to any one of these reports, as well as any of the comments that I have made today, because this Ontario Regional Council is about you. It is our opportunity to listen. I encourage you to get up to the mics, to tweet -- our hashtag is #orc -- and to post to social media. This is your union and this is your council.

I thank you all for being here, and I thank you all for what you do for your members, for your community and for your union. Solidarity, sisters and brothers.

DINO CHIODO: Katha, thank you for that overview. Those last seven months have been busy, as you have heard, everything that has been talked about with regards to CPP campaign, health care, pulp and paper, rail.

There's a number of items and issues that are going on, and we are trying to work through diligently, trying to prepare to bring things to you here at the Ontario Regional Council. It's exciting. It will be interesting. There will be a great debate. And, again, we encourage individuals to get to the mics to speak on those issues that are important and relevant to them.

In saying that, we will go on to our next order of business, which is on your agenda at 10:15, the Resolutions Committee report from the Ontario Resolutions Committee chair, Jim Reid. Also, on that committee are Anne Marie MacInnis and Candace Lavalley, but giving the report will be Jim Reid.

RESOLUTIONS COMMITTEE REPORT

JIM REID: Thanks, Dino. We received a resolution from Local 199 calling on the Ontario Regional Council to establish an Employment Insurance and Canada Pension Plan Standing Committee. The Resolution Committee referred the resolution back to -- and this resolution came from Local 199. It was referred back to Local 199 to be submitted to the Canadian Council.

The resolution would have required us to amend Article 6, Section 32 of our bylaws, and would put our Ontario Regional Council in conflict with the National Constitution; specifically, Article 9, which references Standing Committee members who are delegates to the Canadian Council.

It is our position that changing this structure would require a constitutional amendment under Article 1, Section 3 of our bylaws, which explains that if there is an inconsistency or a contradiction, the Unifor Constitution would apply. So, we have referred that back to Local 199 and they can submit it to the Canadian Council. With that, I move adoption of my report.

DINO CHIODO: Thank you, Jim. Any questions? Thank you very much.

All those in favour?

(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown)

Carried. CARRIED

DINO CHIODO: Thank you very much.

Going on to our financial report from the secretary-treasurer, Tullio DiPonti.

FINANCIAL REPORT

TULLIO DiPONTI: Thanks, Dino. Well, this probably is going to be the shortest report you will hear from a financial secretary, because I have got to really tell you, I really don't have a financial report. But, I will explain a few things, how we're getting by, and where we're getting our funds to do what we need to do.

And, the reason we don't have a financial report is because I have been so busy trying to establish all four councils, working with the National Union. We really didn't have the time to sit down and go through all the finances and prepare an actual report for you guys to look at in writing.

But, what I want to talk about is, how do we donate as of right now? The former CAW Council fund contained approximately \$5 million. Those funds have been committed to the four regional councils as on a per capita basis for start-up. So, with Ontario having 158,000 members, we do have a substantial amount of funds, to be able to do donations and make sure that we get to where we've got to get to.

Boy, I never thought that I would get nervous up here, but I am.

Okay. The other thing is that after we get established, we'll sit down with our Secretary-Treasurer, Peter Kennedy. The basis of the way we're going to establish our funds for the Ontario Regional Council is going to be on a per capita basis of .0135.

We anticipate that our dues to the Ontario Regional Council will generate approximately \$1 million annually. This should give us sufficient funds to hold our Council and fund any donation that we make to any charities, or wherever we see fit to donate some money.

With that, I thank you for your patience. It's a quick report, and I am happy to answer any questions. If not, we'll get a hold of Peter Kennedy. Question?

BRENT MacMILLAN: Brent McMillan, Local 38, Sault Ste. Marie. The start-up money, the \$2.5 million, it's kind of a simple question, do we give it back after ---

TULLIO DiPONTI: No.

BRENT MacMILLAN: So, it's ---

TULLIO DiPONTI: It's \$5 million.

BRENT MacMILLAN: Okay. No, but our portion was ---

TULLIO DiPONTI: Well, we're not sure exactly what our portion is. We still have to meet with Peter Kennedy and the rest of the other three financial secretaries, and then we'll see what our portion is. But, that's the money. We have been spending money. We have been donating a lot of money. So, that is going to stay within the Ontario Regional Council, whatever we get out of that.

BRENT MacMILLAN: Okay. So, any dues going forward are going to build on that money that we have?

TULLIO DiPONTI: Right. Yes, sir.

BRENT MacMILLAN: Thank you.

TULLIO DiPONTI: Mic 2?

KELLY DOBBS: Kelly Dobbs, Local 723M.

We are very concerned that you don't have a report today. Even what you are speaking should be at least written down for us. Our dues have been going to this council since Unifor was formed and you have no accountability as to how much money is in the pot, where you are spending that? The director has recommendations, \$5,000.00 annually to be donated. Other

recommendations are going to come up. We need to see a financial statement. When can we expect one?

TULLIO DiPONTI: Well, we are going to provide you one in the November meeting that we are having. And then we are definitely going to do an annual report, a written report that everybody on the floor will have. But, I could tell you, any money that we have spent up to now has been passed by this body.

KELLY DOBBS: Yes, but you are not showing us what -- 158,000 people, members -- of that \$5 million is ours, plus all the dues that have been collected, that have been going directly to this council. You are not showing us how much has been collected since September. Money is being spent.

We have to account to our members as to -- we pay into this council. We need to see where the money goes. We need to see where it comes from. There needs to be accountability. And, all the way to November, to me, is not accountability.

Also, this, your financial report, as well as other reports, should be provided to members prior to getting here. It might turn out to be a 2.5 day meeting. I don't have till 6:00 a.m. to read 5,000 documents. I would have liked to at least gotten the financial report prior to getting here so that I could review it, and then come to the council with educated questions as to the reports that I received, but anyway...

TULLIO DiPONTI: Well, that's no problem. I can assure you one thing, that we are going to be as transparent as we have been all along in regards to the finances. You are absolutely right. I would have loved to stand up here and read off what we did.

KELLY DOBBS: But, you understand that ---

TULLIO DiPONTI: I understand.

KELLY DOBBS: --- "I didn't have time" is really not a good answer.

TULLIO DiPONTI: Well, that is the only answer that I have. Not that I didn't have time.

KELLY DOBBS: That is what you said.

TULLIO DiPONTI: It is because of what is going on with the organization, trying to get all these other councils put together. We are going from B.C. to Atlantic Canada.

KELLY DOBBS: Are you specifically Ontario?

TULLIO DiPONTI: Yes, specifically for Ontario.

KELLY DOBBS: So, then, that was the only thing I'm concerned about, is Ontario. I am not concerned about B.C. I am concerned about our money that goes to this council. So, I don't know if we can have a motion on the floor to have a report way before November?

NADIA ANTON COLLINS: Point of interest, brother?

DINO CHIODO: I'm sorry. No, I just wanted to just -- I appreciate the comments and coming up to the microphone. I think that's excellent and it's important points that are being brought up, I thank you very much.

Although in saying that, we have recognized the .0135, which generates approximately \$1 million to the Ontario Regional Council per year. And, I know we don't have the report, but once we do have a report, we will make sure that we get it out to the different locals across Ontario so they can review that.

But, for all intents and purposes, a formal report will be provided at the November council, so we can go through all the documentation, scrutinize, and from that perspective, pass it at that council. Mic number 2.

NADIA ANTON-COLLINS: Nadia Anton-Collins, Local 707.

Brother, I will ask the delegates to be patient, to listen to the reports first and see what each report has to say, before we get up to the mic and ask questions or make statements. I believe it is important to have a report given by any person that is at the head of the table, and then ask the questions as opposed to interrupt the report halfway through. Thank you.

DINO CHIODO: Mic number 2.

PAUL MORSE: Thank you. Paul Morse, Local 87M. I would like to follow up on the comments of Sister Dobbs. I agree with some of the things that she says. But, for me, specifically, the question I have is, why we don't have the ability to look at some of the figures, so that we can make some decisions at our local levels about whether or not we want to bring recommendations forward on issues, for example, of why we are holding two Ontario Regional Councils a year?

We don't know what the figures are. We don't know how much it is costing. We do know that it is costing the locals a lot of money to have to come to two regional councils, and in the absence of this information, it is very difficult for us. Can you tell us at this point how much it is costing for each of these councils?

TULLIO DIPONTI: A council approximately costs between \$200,000.00 and \$250,000.00 to hold. That is in Toronto. Here, it is less than that. But, for all intents and purposes, when we have a council in Toronto, it is between \$200,000.00 and \$250,000.00.

When we use this Centre, it actually costs less than that. We don't have a specific or exact number, but we do know it's less than that, because of the councils that we have held through the CAW previously, and the numbers are basically similar to that.

PAUL MORSE: \$200,000.00 to \$250,000.00 per council?

DINO CHIODO: Council in Toronto is a little more expensive than a council here. Council in Toronto, between \$200,000.00 and \$250,000.00 approximately. And, that is from what we have done traditionally in the CAW, with similar numbers that we have seen participate. And, the council here is generally less than that.

PAUL MORSE: Is this issue being dealt with at the executive level, in terms of decisions going forward on ---

DINO CHIODO: Yes. So, there has been some discussions at the Ontario Regional Council level with the Executive, with regards to how many meetings we are going to have yearly. Again, at the first inaugural regional council, what we did talk about was putting two on. And, the reason why we're doing that, because we already have another one scheduled for the December months -- or November now.

But, for all intents and purposes, because those contracts were already signed, so they had put that in place. So, we wanted to vet that out. We wanted to see how it was going to proceed, get some information from the delegations that were coming out, so we can get together as an Ontario Regional Council and decide.

We are recognizing and we have already had some discussion recognizing how difficult it is and the amount of money it is costing the different locals. So, those conversations are definitely happening, and we appreciate you bringing it up as well.

PAUL MORSE: I appreciate that. And, the one thing, I want to recognize that I understand the immense amount of work that goes into what has to be done with the creation of this new union. But, I am wondering if it would be possible to get a full financial report sent out to the locals before the November council? I think waiting until November is pretty late.

DINO CHIODO: I mean, I agree with that. And, I mentioned it to the second speaker, I believe, that got to the mic. Our intent is to have that all provided. Peter is not here, unfortunately, so we can't ask when it is going to be completed.

But, it is a matter of putting everything together. And, our intent is to have it sent out to everybody, so they can review it and, again, have that information. And, at the next council, we will have a formal document that is presented to everybody, we could pass it and adopt it at that point.

PAUL MORSE: Okay. Thank you.

DINO CHIODO: No, thank you. Any other questions? Move to adopt Tullio's report.

All those in favour?
(favouring votes shown)
Down.
Opposed, if any?
(Opposing votes shown)
Carried. CARRIED

Thank you very much.

Now, what I would like to do is I would like to point to the screens up here. I would like to ask the conference group to play the video. And then we're going to have Katha Fortier come up here and introduce our first speaker for the Ontario Regional Council.

--- Whereupon a video is played

KATHA FORTIER: I listened to an interview Danielle did after that video went viral, and she said that she was sure that pretty much only her mother would listen to it, so she would be the only one watching the video. That is obviously not true.

I would suggest to you that if Tommy Douglas is the father of Medicare, then Dr. Danielle Martin is like the really cool rock-star aunt of Medicare. So, she has done a fabulous job.

Danielle Martin is Vice-President, Medical Affairs and Health System Solutions at Women's College Hospital, a family physician in the Family Practice Health Centre at WCH, and an assistant professor in the Department of Family and Community Medicine and Health Policy Management and Evaluation at the University of Toronto. That was one long sentence I just read.

Danielle's policy, expertise and passion for equity have made her an emerging leader in the debate over the future of Canada's health care system. In 2006, she helped launch Canadian Doctors for Medicare, and chaired the Canadian Doctors for Medicare Board until May 2013.

She has a long history in the labour movement and progressive movement as does her father, D'Arcy Martin, who was with the Communications Electrical Workers of Canada after the 1992 merger. And, he was a national education representative for the Ontario Region of CEP.

Please give a very warm welcome to our guest speaker today, Dr. Danielle Martin.

PRESENTATION: DR. DANIELLE MARTIN, FOUNDING CHAIR OF CANADIAN DOCTORS FOR MEDICARE

DR. DANIELLE MARTIN: Thank you. Thank you very much. Boy, what an honour and a pleasure to be invited to join you here today. Thank you very much for having me here.

It really is an extraordinary group of people that we have in this room today. As leaders in the labour movement, each of you is carrying on the legacy of our predecessors who fought for the right to organize and bargain collectively, and who continue to fight for those rights and many others.

As progressive people in Canada, we believe deeply in a set of defining rights: the right to speak freely, the right to love and marry who we want, the right to exercise reproductive choice, the right to collectively bargain and organize in our workplaces. We also believe in the right to access quality health care based on our need for that care, rather than our ability to pay for it.

I want to talk a little bit today with you about those rights and about the obligations that I believe come with them. As you all well know, most of you far better than I do,

the path for achieving recognitions of your rights and the rights we believe in has never been easy or smooth. In each case, people organized, agitated, took to the picket lines, spoke out and made change starting right at home in their communities. They also fought and failed, sometimes brutally, and chose to get up and keep trying.

I grew up watching movements gain momentum around kitchen tables in the communities my parents worked in. I was lucky enough to witness from an early age what collective action looks like at its most inspiring, like this, and also at its most heartbreaking. I remember the songs and the celebrations. I remember the failed organizing drives and the bitter infighting.

I personally became an activist within the medical profession, knowing what a price a choice like that can at times exact, but also what remarkable things can be achieved in service of a collective dream.

Today, our legal system and our courts have recognized their obligation to uphold and protect many of the rights my parents helped to fight for. And, our political representatives, responding to the demands of citizens, continued to legislate our ability to exercise them.

But, as proud as that achievement is, and there is surely much to be proud of, nothing about it is necessarily permanent. While we all regard the right to bargain or the right to health care as fundamental, the expression of those rights is contingent on our success in preserving and strengthening them.

Our political and legal system, and you all know this very well, is a product of our times when it can be influenced by the unity and power of our voices or equally by our silence. And, today, with the legacy of our brothers and sisters who came before us, it is time to join our voices again and face down a new threat to our hard-won achievements.

We Canadians believe deeply that we have a right to health care based on need, rather than ability to pay. And, that belief is reflected in the structure of our universal single payer health care system. But, what does it mean to have a right to health care, and why is Medicare so important to us and to our communities?

As you all know, Canada doesn't actually have a national health care system. We have a set of 13 interlocking provincial and territorial systems, which are mandated really just to be basically public insurance plans, to cover medically-necessary hospital and doctor services.

And, the *Canada Health Act*, the famous *Canada Health Act* of 1984, just basically mandates that those plans have to adhere to five basic principles. They have to be universal. They have to be accessible. They have to be portable. And, the plans have to cover medically-necessary doctor and hospital services in a not-for-profit public insurance plan. It's pretty simple actually, but it is a very powerful idea.

And, study after study backs up what common sense and our own observations in our lives tell us. When you compare that system to a patchwork system like the one in the U.S., in which health care is covered by a mix of for-profit insurance companies and some limited public coverage for a few, our single universal health care system provides equal or better care at a fraction of the cost.

We enjoy the same or better health outcomes as Americans, both at the level of life expectancy and infant mortality, and when we look at outcomes for a whole range of acute and chronic illnesses. And, our system is a reflection of our values, because of our national consensus that equitable access to health care is a right. And, across the country, we see that reflected in poll after poll as Canadians overwhelmingly express pride in Medicare.

As you have heard, I truly did not expect, and I was somewhat overwhelmed by the overwhelming response to the testimony that you watched me give before the U.S. Senate Sub-Committee last month. And, I really do think that it resonated. It touched a core for many Canadians, because of their deep commitment to public Medicare.

As I told the Sub-Committee in my testimony, here in Canada, we don't have different kinds of insurance for medically-necessary hospital services depending on your employment. We don't have an entire industry working, trying to carve out a niche in the risk pool in order to make a profit. That is a very important accomplishment.

And, as we all watch the debate about health care reform unfold in the U.S., and as we watch the rancorous back and forth between senators like the one you just witnessed, it really reinforces for me the significance of the accomplishment that we have achieved here.

So, that is why, in 2006, along with medical colleagues across the country, I did help to found Canadian Doctors for Medicare, an organization led by physicians across Canada who believe that a responsive, sustainable, publicly-funded health care system is the highest expression of Canadians caring for one another.

And, as a practicing family doc and a Vice-President at Women's College Hospital, I am really proud to be on the front lines as many of you and your members are, delivering that care to my community, and I am proud of the system that makes it possible.

All that pride is wonderful, but it really stops short, because if we actually believe that health care is a human right, we then have a corresponding obligation to deliver on that promise. And, it can't just be an abstract idea. It has to actually meet the needs of the people in our communities when they need it the most.

And, if we understand that exercising our right to health care does require action, then we have to ask ourselves, what do we have to do individually and collectively? What are our obligations to protect and strengthen this system, for ourselves, for our kids and for our country?

I would say that our immediate task is to throw ourselves behind every possible effort to improve Medicare. It is not enough just to rest on our laurels and say, oh, look how great we are, because we deliver something better than we see in the United States. We have to actually have the courage to acknowledge our system's imperfections and to work tirelessly for its improvement and its expansion, and there is much to do.

Working to improve the system means thinking creatively about how to reduce wait times for services and procedures. It means pushing our federal government to set national standards, so that every Canadian has access to the same level of service, no matter where he or she lives. And, it means pushing for the expansion of our insurance to include prescription medications.

The shameful reality is that one in ten Canadians today doesn't take their medication as prescribed, or doesn't fill a prescription because of concerns about cost. And, I see this in my practice every day, people having to make painful choices about whether to make ends meet for their families, or whether to pay for their medicine for diabetes or high blood pressure, and landing in the Emergency Department with preventable conditions, because they weren't able to afford taking their medications. That is a shame in Canada and we need to demand a national pharmacare program to bring our health care system up to international standards.

So, you all may recall back in 2004 that our provincial and national and territorial leaders came together to address some of these issues, and they negotiated a pact, which we call the Health Accord. And, the Health Accord was meant to see our health care system through some pretty troubling times.

They signed off on a bunch of important goals to reduce wait times, to develop a national pharmaceutical strategy, to increase access to home care for seniors and a whole bunch more. And, in some ways, it has been a moderate success. It is certainly true that the reforms that flowed out of those accords in 2003, 2004, have helped to reduce wait times for some key procedures, medical procedures across the country, some more than others.

But, as we came to the expiry of the accord in 2014, this federal government completely abandoned the plan to negotiate a new accord. They simply cut a cheque and walked

away from the table. And, upon further inspection, it turns out even the cheque has got some problems.

At first, it sort of seemed like it was going to be more of the same. But, as it turns out, after 2017, the annual funding increase from the federal government will fall from a 6 percent increase to as low as 3 percent. That means that by 2040, the federal government will be paying just 12 percent of the health care bill.

Worse still, and this is really bad, funding will no longer be tied to need as it has been allocated in the past, but rather to population growth. So, there is not going to be equalization for have-not provinces any more in the way that the funding accord is structured.

Faster-growing provinces will get more. Well, you all know which provinces are faster growing and why they're faster growing. They're faster growing because their economies are booming, which means that the provinces where populations are aging and where their economies are in trouble are actually going to be disadvantaged under the new funding formula, and all that means is more inequity across the country. We're getting farther and farther away from that dream of every Canadian having the ability to expect some similar basic level of service.

Collectively, when we organize, whether as workers in the labour movement or as citizens in civil society, in groups like Doctors for Medicare, one of our other primary obligations is to correctly identify where the biggest threats are coming from, and then to throw our whole selves behind the effort to push back against those threats. And, that is actually why I am here today, to tell you about a threat that, if realized, would dwarf the myriad of other challenges we face.

There is a court case now before the courts in British Columbia that is, in my view, the biggest threat to Medicare in this generation. And, we need to do everything we can to protect our health care system from the damage that its outcome could set in motion.

The facts of the case take us to the private for-profit Cambie Clinic in Vancouver, B.C. In 2003, Dr. Brian Day expanded this clinic to a 9,000-square-foot stand-alone building with six operating rooms, and actually boasted that it had more operating theatre capacity than most British Columbia hospitals. Congratulations.

Today, more than 60 surgeons in a dozen disciplines, many of whom flipped back and forth between the Cambie Clinic and the public system, charge patients for their services and turn a handsome profit for themselves in the process.

Look, private clinics aren't new in B.C. We have seen them cropping up, and not just in British Columbia, but in other areas across the country over the last couple of decades, taking small swipes that undercut our public system.

But, few, I would say, in fact, none, has been on the scale of Dr. Day's Cambie Clinic, and none have been as brazen in the Cambie Clinic's attack on the fundamental principles of Medicare and the laws that sustain it.

Actually, the laws that sustain Medicare in this country are not very glamorous and some would say that they're actually not all that interesting, but they are incredibly important in terms of the way that they protect the integrity of the system.

What I think many people don't realize is that the laws that hold the public system together actually don't really speak to what patients can or can't do. What they do is place limitations on physician behaviour and what physicians can and can't do to make money.

Doctors are banned from what is called extra billing, which is the practice of charging a patient more than what the provincial insurance plan would pay for delivering a service. So, they can't demand that -- I can't say, you know, the provincial plan reimburses me \$500.00 for this procedure, but I think it's worth \$600.00, so I'll just take the extra \$100.00 from you and put it in my pocket. That is actually illegal. That is extra billing.

And, as a physician, I also can't do what is called dual practice. I can't work both in the public and in the private system simultaneously. I can't bill OHIP on a Monday and then

bill patients on a Tuesday.

So, these fundamental controls on physician behaviour are actually what make it unappealing for doctors to exit the public system, and that is what makes Medicare work. That is what makes Medicare tick, is the fact that, actually, there is no financial incentive for physicians to engage in that kind of behaviour. Those seemingly small things hold together the core of the whole system.

It was Dr. Day's violation of those protections that caught the attention of patients. And, in 2001, they complained to the Government of B.C. that they were being charged for services at the Cambie Clinic that the provincial health plan was supposed to cover.

It wasn't until 2008, seven years later, after numerous complaints but no regulatory action, that the labour movement in B.C. pressed for action and compelled the provincial government to enforce the law.

The unions did what unions do best. They organized. They advocated. And, by working collectively, they were able to move the B.C. government into action. And, exactly six years ago this month, the government finally ordered the Cambie Clinic to open up its books, its accounting books, to public scrutiny.

And, what did Dr. Day do in response? He declared that he would be suing the government and challenging the premise of the protections that he was violating. In other words, he has filed a challenge under the *Canadian Charter of Rights and Freedoms* that would undermine and take down all of the laws in British Columbia that prevent extra billing and dual practice.

Well, what would replace these laws if Dr. Day and his allies have their way? There are actually examples of countries going down the road that this case's proponents would like to see in Canada. And, you heard me speak about them a little bit in the video.

Australia is a very good example, and there has actually been some very interesting media coverage coming out of Australia in the last week on this exact topic. Australia used to have a single-payer system like ours. And, when it moved to allow for private payment and private insurance, and allowed patients to pay privately for their care, what happened was wait times got longer in the public system.

The reason for that is simple and I think it is probably obvious to everybody in this room. As physicians are able to troll the system for well-heeled patients who can be persuaded to jump the queue, they leave those dependent on the public system to wait that much longer for care. The private system creates a drain on resources and leads to two-tiered health care that violates our most cherished Canadian values.

But, look a little closer and it gets even uglier. Studies of doctors who work in both public hospitals and private clinics show that physicians will refer the more easy profitable patients to the private clinics and leave the toughest most expensive cases to the public system. And, those public facilities are then tackling tougher cases, with fewer and fewer resources as the drain out of the public system of doctors and nurses and other workers continues.

The reality is that when you accept a parallel private system, you essentially do get U.S.-style care with U.S.-style costs and U.S.-style inequities.

In the United States of America, unions have had to negotiate contract by contract for their health benefits, with the knowledge that the soaring cost of medical care are a real threat to companies' comparative advantage in the global market.

Imagine having to bargain our way back to Medicare one contract at a time. Think of the time, the resources and the concessions that would be involved in each and every fight.

Many of those such as Dr. Day who would like to open up Medicare to private payment and for-profit delivery claim that they aren't interested in the American model. They point to Europe, the European model. And, I would like to set the record a little bit straight on the so-called European model today.

First, there is no such thing as the European model of health care. Every

country has its own set of health and social services that have evolved within a very particular social and cultural context.

But, I will say that, in general, European nations invest far more publicly in their health care systems than we do. They have much broader coverage and much more generous social safety nets, and they have the higher tax rates to support them.

We can't import French co-payments and claim to have a French health care system any more than you can slap a Big Mac on a baguette and call it a French meal.

But, more than that, Canadians should bear in mind that it isn't the Danish insurance companies that are clamoring to get access to our health care markets. We live next door to the largest for-profit and most highly-commercialized health care system in the world, and our economies, as you know, are very deeply integrated. So, to suggest that we could open up our health care system to the market and somehow not end up with American health care corporations in the driver's seat is to fundamentally misunderstand our economic and geographic reality.

This is not just a British Columbia issue, although that would frankly be enough reason to be outraged. The ramifications will be felt across our entire country. If the case goes to the Supreme Court, there is also the possibility of having the *Canada Health Act* itself under threat.

What Dr. Brian Day is doing in this court case is challenging the very foundations of our health care system. Simply put, if he wins, there is no Medicare. This case is precisely the kind of challenge that Canadian Doctors for Medicare was created to address.

CDM aims to preserve public health care while engaging with the innovations that can make our system more efficient, more accessible and more sustainable. As physicians, we believe in the value of making evidence-based decisions. And, now that the Supreme Court has become what even Dr. Day has agreed is Ground Zero in the fight over the future of Medicare, it was critical for Doctors for Medicare to get involved.

So, we have sought and won the right to participate in the trial. We are interveners in the case jointly with the B.C. Health Coalition and some leading physicians in B.C. We are hoping to present new evidence and challenge what the other side will bring to the table, and help mount a winning case against the Cambie Clinic. The B.C. Supreme Court will hear the case in less than six short months, so we have to be ready.

Why should you and I care about this case? Because it is the biggest threat in our generation to equitable, progressive public health care. And, why should you take action? Because taking collective action is absolutely what the labour movement does best.

From the unions who spoke up against the Cambie Clinic in 2008 to the Unifor members from the widest swath of sectors in Canada sitting here today, we have the power to harness our resources and make an impact. There are moments when we have to correctly identify and rise up against threats, and this is one of those.

There is much that you can do right now to help. You can donate your time and your energy to this cause. You can even join Canadian Doctors for Medicare, www.canadiandoctorsformedicare.ca. And, collectively, as Unifor, you can help us to pay the legal costs for this very expensive case that we are fighting.

Like many of you, I grew up in a community of social justice activists who truly believed and continue to believe in the power of collective action to change the world for the better. I was raised to believe that education in general, and the education of workers in particular, is a means of liberation and a powerful route to justice and equity. I still believe that.

I also believe, like you do, that workers can use their collective power to fight for more than just the rights commonly associated with organized labour. The right to equitable access to health care and the Canadian values that underpin it are worthy of your efforts. I promise that Canadian Doctors for Medicare will help to lead that battle. We know we can count on you to do it with us. Thank you.

DINO CHIODO: Dr. Danielle, thank you very much for being the champion in

2006 to help found the Canadian Doctors for Medicare. You have been a champion in fighting for public health care on behalf of all Canadians. And, in saying that, we appreciate it and we thank you for taking up that challenge and fight. In saying that, on behalf of the Ontario Regional Council, I want to just present you with a small token of our appreciation.

Once again, thank you, on behalf of the Ontario Regional Council. And, I was just thinking, as she was speaking -- because, we go through bargaining with the Chrysler Corporation. And, if you didn't have the health care that we did have, could you imagine the cost?

And, from that perspective, we really wouldn't been able to compete with our counterparts, and some of the transplants would make it that much easier for an individual like Marchionne to say that it's not competitive to stay in Canada, and take our product and move elsewhere. So, this is an important fight. It is an important thing that we need to stand up for and help out, and we appreciate you coming to speak on behalf of health care in Canada. Thank you.

KATHA FORTIER: Thank you. I noticed lots of you were tweeting at Doc Danielle through her speech, and there's lots of great quotes out there. So, people, remember to retweet and get that message out.

We are going to go into a recommendation. And, Danielle is going to stay around with us for a little while because, of course, it involves some of the causes that she is very strongly involved in.

I do also want to mention that the Toronto Star this morning has done an exclusive story on Danielle speaking today, and certainly have included a great little piece about where Danielle comes from and her roots, her strong labour roots, and we can certainly see that. It is wonderfully apparent in all that she does, particularly as she references so much about being part of a collective and how important that is.

RECOMMENDATION NO. 1

KATHA FORTIER: So, we are going to go right into Recommendation No. 1. I am going to read it. It is the Health Accord, Medicare and B.C. Court Challenge.

"I recommend that Unifor Ontario local unions join with our allies, including health coalitions, to play a leading role in defending Canada's health care system from the Harper government's neglect and chronic underfunding of services on a provincial level. This will include:

- Supporting the Canadian Health Coalition campaign and actions leading into the 2015 federal election, marking the end of the 2004 Health Accord on March 31, 2014, effectively ending stable federal funding to provinces and territories for the next decade, and taking \$36 billion out of health care
- Working with provincial and local health coalitions to demand our government stop creeping privatization of hospital services, as well as support other campaigns, including the demand for an evidence-based, minimum, measurable, enforceable standard of care in our long-term care
- Providing a one-time financial contribution to Canadian Doctors for Medicare and the B.C. Health Coalition from the Ontario Regional Council of \$25,000.00. This donation will be used to support their intervener status in the case that Dr. Brian Day (a.k.a. Dr. Profit) has taken to the courts in B.C. to challenge the government on the rights of citizens to be able to purchase health care."

And, of course, while it's not in there, local unions across Ontario, across the country, are also encouraged to contribute to this really important fund. And, we will ask people to start getting up at the mics.

Jerry has just told me -- I thought he was going to announce it -- but the National Union, of course, has just told us that they will match the \$25,000.00 donation.

I will give it back to Dino to chair the discussion. And, again, if you do want to direct a question to Dr. Martin throughout this debate, of course, we are happy to have you do that as well.

DINO CHIODO: Okay. Going to the speakers on the mics. Mic number 2.

NANCY McMURPHY: Thank you, Brother Dino. Nancy McMurphy, President of Unifor Local 302 and National Executive Board member. I rise in full and total support of this recommendation.

Over the past few years, we have seen a gradual dismantling of our treasured public health care. There has been continuing delisting of services and the ongoing consolidation of services at our community hospitals. It is pitting community against community. It is vying for funding. And, our promise to accessibility to care simply goes out the window.

Patients are required to travel for miles to receive the care that they need. In the workplace, our members are being asked to work harder and faster. And, at the bargaining table, we are told that we should do more for less.

In Ontario, we have a health care minister that excels. She excels at accepting no responsibility for the crisis that she has created in our health care system, and she excels at pointing finger blame; but she sure as heck does not excel at doing her job.

As health care workers, there was somewhat of a comfort level when it came to job security, but that is no longer true. We are seeing more and more layoffs and bed closures every single year that goes by. Without the re-signing of a Canadian Health Accord, Tommy Douglas' vision for health care becomes nothing more than a nightmare.

We are at a critical juncture and it is a time for all Canadians to stand together and to tell our government, enough of your have and have-not societies. We demand a Canadian health care system that provides quality, accessible care for all.

DINO CHIODO: Thank you very much, the speaker on mic number 2. Before we go on to the other speakers, I need a mover on the motion. I apologize for that. Can I have a mover? It's moved and seconded. Open it up for discussion.

Okay, Nancy, you'll have to go up and do that again. No, no. Mic number 3.

PETER BERGMANIS: Thank you, brother. Peter Bergmanis, Local 27, London. I also rise in strong support of this resolution.

And, I come from this from a true passion and heart and commitment to our health care system. I am a health care worker. I work within an operating theatre in St. Joe's Health Care, in London.

And, Dr. Martin, you resonate very well in the world I have been living in for the last 30-plus years. I wish your colleagues were more supportive of our Medicare system as you are. The surgeons and the consultants that I work side by side with, predominantly are, if not apolitical, they are completely ignorant and some are actually absolutely against the whole notion of having a universal system.

But, this is slated, because they are consultants in an OR where they can see potential for profit taking in smaller clinics. They are inhibited in the funding mechanism that we have here in Ontario for the various reasons you outlined already.

So, when I see in our OR, situations where we have self-referral taking place in cataracts -- a doctor, for example, saying, "You can get this cataract done in my own clinic much faster. And, of course, it will cost you a little bit more, because we will upscale the kind of lens you might get", for no added bonus to the patient, it is very perturbing to see that taking place within the walls of our own public hospital.

A few years back, Michael Moore presented a film called "Sicko", and I think most people in this room were thrilled with that movie. Well, there was a clip in that movie that

was filmed in our OR.

They had a profile that Mr. Moore's crew looked for, from a gentleman in Michigan who had surgery that he required, because he had an amputation on his hand. And, in the situation that was presented, he was faced with a decision to make, because his insurance wouldn't cover the full cost of reattachment. So, he had to figure out which finger he would not have reattached.

Of course, they come to our OR. Our doctor there, Dr. Richards, doesn't even have to consider this. Of course, we reattach it. It's not even a thought process. Why would you have to weigh money as to reattachment of a limb, for gosh sakes? And, this was played out in the movie and it's fantastic.

Now, fast forward to now, 2014. Under the pressures of the very Liberal government that we are here living with, we can't run all of our OR's full time. We cannot support the kind of care that we need to do. And, meanwhile, the Minister of Health is saying that we can afford to give public money to private companies to do the very same work for more money. And, yet, they're strangling the public system, which could do it for less money and far greater compassionate care devoted to people.

I am just so impressed that the Doctors for Medicare was created by you, Dr. Martin. And, I totally support you in this cause. And, I think it's going to be the biggest fight of our generation to regain and hopefully expand Medicare. And, I thank you.

DINO CHIODO: Thank you very much. Going over to mic number 1.

SHAWN ROUSE: Thank you very much. Shawn Rouse from the Ontario Health Care Council, and a proud representative of over 26,000 health care workers in Ontario represented through Unifor.

I stand in support of this resolution and also to commend Dr. Martin in her role in Doctors for Medicare. Just quite simply, we need a lot more doctors like you to be involved in defending Medicare, to be activists within Medicare, to be supporters of Medicare.

The issue that is going on in B.C. is very much -- could be very well happening here in Ontario. It just happened to be first happening with Dr. Profit in B.C., who used to be the Canadian Medical Association president for a little while.

So, this fight is not just a health care worker's fight. It is not a health care system fight. It is a fight for our society. It is a fight for our standard of living. With our health care system, we enjoy a very good quality of life.

We only have to look, as that senator said in the video, that Canadians have made a choice to keep our health care system. But, unfortunately, making that choice to keep it also means we have to make the choice to fight for it, because we have politicians of every stripe working actively behind the scenes quietly every day, to kill us off with the death of 1,000 cuts.

And, we all know the story of a frog, that if you put into boiling water right away, it will jump out, but if you let the water boil slowly from cold up to boiling, the frog will stay there and cook itself. And, right now, we are the frog in the boiling water.

And, the politicians want us to believe the happy thought that our health care system is safe and sound, because they all say all the nice things during election. But, during the time when it comes time for policy, they willingly start cutting out services.

Our own service here in Ontario, as Peter Bergmanis just said, and I commend him for his words, are that our hospital services are being slowly siphoned off, just as of January, and they are going to be announced as of July of this year, going out in the private for-profit clinics.

And, we have the Minister of Health -- and, I have met with the minister on two separate occasions -- has said all the nice words of how we will defend against extra billing, and how we will investigate any doctor or clinic that works outside the Act.

But, their track record is zero. They have never fined or charged any clinic in Ontario for fee-for-service provisions. And, every single clinic that operates currently in Ontario

has a fee structure that allows people to move to the head of the line. And, not once has a single clinic ever been brought to the table and held accountable for that. So, how can we believe a minister who tells us, "Don't worry, we're going to make sure it doesn't happen", when it is already happening and they're still already not doing anything about it?

Dr. Profit in B.C. is not the thin edge of the wedge. He is the sledge hammer banging on our windows of our house of Medicare. And, every single person here will be affected in your personal lives and in your work lives. If we have to bargain health care costs like they do in the States, as Dino has mentioned, we will lose our competitive advantage in Canada.

And, as sure as the writing on the page, as sure as the words that we're saying here today, we cannot be placid in this fight. Every single person here has to be an advocate to their MP and their MPP. We have to tell them.

We just had a plebiscite, a referendum with the Ontario Health Coalition, where 99.4 percent of the population said, "We want to keep our hospital system." Now, we have shaken up the Liberals with regards to that, but they haven't stopped it. They're still going forward. So, votes are not enough.

We have a potential for a provincial election coming up. So, we, in Ontario, should be asking every single politician that wants our vote, "What are you going to do to protect our health care system?" And, it can't just be words, because we know they say the loveliest words during election time. And then when it comes time to policy, we're getting carved up.

So, I stand here today in support. I think the council for their donation and the National Union for matching that donation. The dollars will go a long way in helping defend against Dr. Profit in B.C., because we cannot, we must not let this happen at all. Thank you.

DINO CHIODO: Thank you. Thank you to the speaker on mic number 1.
Speaker on mic number 2.

LEN HOPE: Len Hope, Chair of the Retired Workers Council. I really recommend everybody support this recommendation.

Just as an example of what the clinics are doing, in Kincardine, which isn't very far away -- I know some of you are probably staying down there. But, in Kincardine, the hospital decided they wanted to take a look at closing, but they couldn't close, because of all the services that they did provide.

So, what they did was -- the first shot was taking the Physiotherapy Department out of the hospital and they moved it downtown. And, they moved it downtown, but when they did that, the private for-profit company that was operating the physiotherapy, they decided that they were going to pay the workers -- they took the workers from the hospital. They paid them less wages and they put on an extra fee for those who had to have the physiotherapy.

Well, we worked hard to try and force them back. We ended up with the provision that we said to the hospital, "You can't just take people out of the hospital and force them to take less wages to have a job and then charge more for profit."

And, it ended up that after some time, the Physiotherapy Department went back into the hospital, because they found out that they couldn't cut the wages in half. The members of the union had successor rights, and it was going to cost the private for-profit group more money.

Now, that is just a thin wedge, because what the hospitals would do is take the services out of this hospital, this hospital. And, when they find out that that was working and not many people were saying anything, they just spread it around the chain. And then they take another service and they cut it out. And, the rural hospitals are the places that you really have to be concerned about as well. The large hospitals in the cities do have the same problems. But, the rural hospitals -- when you close a hospital down, because you can't provide the service, you are going to take something away from the community.

If you lived in this community here, in these counties, if they close the

Kincardine hospital, the next hospital is in Southampton, five miles away. But, that hospital can't provide the services that a full hospital can. So, they would have to go all the way to Owen Sound. So, from Kincardine to Owen Sound, that is an hour's drive or more.

So, if a person has a heart attack, they are probably going to be dead by the time they get there. If a woman is pregnant and going to have a baby, and they have to go 60 miles to get there, there may be a chance that there would be complications and a problem because you have got that distance. So, those hospital cuts, those building up of the new clinics, those are the kinds of things that we all really have to be concerned about.

Now, the Ontario Health Coalition, Katha mentioned it. Shawn mentioned it. They're doing a campaign. And, on your table, you have a tabloid. And, in that tabloid, it talks about saving our local hospitals. And, I encourage you all to take a look at that.

And, the other part that is on your table, it's a small card. And, the card says -- you have got two choices. You are either for -- "I support the local public hospitals. I do not want the government to cut our services or contract them out to private clinics." That is one answer. The other answer underneath it is that you support the cuts.

I would encourage you all to, please, sign that card and put it on the end of your table, on the right end of your table. We will collect the cards. So, if we can do that, that would be great. Thank you.

DINO CHIODO: Thank you. Len Hope from our Retirees Executive. Thank you. Speaker mic number 3.

BRENDA KING: Brenda King, University of Windsor, Local 2458. I rise in support of the motion; health care for everyone is important.

For the last five years, I have been using the health care extensively. My husband, Floyd King, died two months ago. And, I am very, very thankful I am not having to deal with medical bills as well as trying to grieve. It is hard enough to be diagnosed with cancer, so you should not have to be worried about how to pay your medical bills.

Canada has a good health care system, if you have benefits at work. Let's build on this.

DINO CHIODO: Thank you very much. Speaker on mic number 1.

KEN LEWENZA, JR.: Thanks, Dino. Ken Lewenza, Jr. I stand in favour of the recommendation.

And, again, thank you, Dr. Martin, for the excellent presentation. Certainly, it is awesome having doctors like yourself to speak so articulately on behalf of the Canadian population.

But, one of the things I am going to talk about is, how do we just get every day average people more engaged in this particular struggle? And, I just want to go back to say, in November, our union actually facilitated in the leadership, helped facilitate a conference in Windsor, Ontario that essentially said that organized people can beat organized money. And, we started thinking about what kind of strategies we can employ.

And, I know in September, we were looking at this 36 billion that Harper was messing around with as it related with the health care. And, we said that there has got to be a way that we actually reach out to people and find out what their time, what their comfort and what their interest level is, and how they can participate.

And, I am glad in your presentation, you touched on the history of how people actually won and how they actually fought for these things. And, I think that is so relevant in terms of the conversations that we are having in the union about a face-to-face relationship building conversation, because that is the type of organizing that is going to have to take place, to ensure that we win.

I just want to touch on that in September, we are actually talking about in our community, and I know we are having some conversations with London as well, to actually invite every day average Canadians to step forward that want to learn about what is happening with our

health care system. And then we want to turn these 50 or 60 or 70 people that express an interest onto our local MP's and get what their reaction is where, again, it's every day, average people taking on this fight.

And then I am so proud of our union again, today, for putting that \$25,000.00 to go for that fight because, again, unions have historically always been a part of that fight. But, communities and people and our neighbours need to know that we have been a part of that fight. But, we need to join together.

And, I keep going off and saying, what a wonderful contribution it would be if we just talked to people in our community and asked for \$1.00, where every day average citizens could actually contribute \$1.00 to your particular campaign, to support funded health care.

And, again, I think that allows them to be more involved. It allows them to be more empowered. It is actually challenging them to do something beyond just signing a petition. And, I think these are the types of strategies we have got to put forward, so that when you do go to the Supreme Court, you can actually say that Canadian citizens are fighting for this.

And, we don't need another Roberts Court like they have in the United States, where the Supreme Court judges vote in favour of corporations every single time. And, again, people need to know this, that beyond just the Days of the world that are fighting to destroy publicly-funded health care, there's a lot of corporations out there that have nothing to do with health care at all. But, they're trying to destroy publicly-funded health care, because it is an example of what we can collectively do together. And, we actually have to build more models.

And, I promise you this. In September, we are not just going to be talking about defending publicly-funded health care. We are going to raise expectations and we are going to say we absolutely need a pharmacare program. Thank you.

DINO CHIODO: Thank you to the speaker on mic number 1. Speaker on mic number 2.

GORD GRAY: Thank you, Dino. And, I am in total support of the recommendation, of what is in front of us. I think the doctor would be very familiar with this.

My daughter did deliver a baby at the U of M Hospital, in the new Motts Children's Hospital part of it. So, I know I talked about this lightly, but I looked at a few other numbers and stuff like that and tried to put it in perspective. So, let me just throw out, the public average in the State of Michigan, just to have a child is somewhere around \$5,000.00. And, if things do deteriorate, then things as a Caesarean can go as high as \$16,000.00. In the private sector, it near doubles.

I was fortunate that my daughter did work there and delivered the child. And, because of her benefits and her association, "union", she delivered the baby and everything went well. But, the problem I had when I drove up to the hospital was the hospital is a massive complex, and the new part of the Motts Hospital was \$2.5 billion or \$2.6 billion to develop and put up.

The state does give money to the older section. But, if you want to drive up and get the deluxe program, it is incredible. I am not lying here. I thought I was in downtown Toronto. And, my daughter said, "Just park the car, Dad" they have valet parking. I am not lying.

I went up to the desk and I thought I was walking up to the Sheraton Centre at the front desk, they do it all. They give you a collar. You go with your daughter. And, in the room - - the room is probably -- it is a complete birthing station. It has got to be 30 feet by 35 feet. And, folks, the furniture in there is all leather, a 46-inch TV, a shower. It has got everything in it.

Now, that is the private sector. And, when I was there, people -- every birthing station on that floor was full. So, the people that can afford it, can afford it.

But, are we going down that slippery path? Think of it, for \$35,000.00 to have a child and you're forced in public -- and, if it goes that way to private, you darn near got to mortgage your new granddaughter or grandson, or if you have a child, your son or daughter. So, you're mortgaging not that of the house; you've got to mortgage your kid. So, my point is, it's a

slippery road that we're going down.

And, Doc, I know that you're very familiar with that hospital. I know they do some crazy stuff. I did meet a couple from Timmins, Ontario, because they couldn't do the surgery. But, the rest of the people that were driving up, folks, they weren't driving Dodges and Chryslers and -- you had the Beamers and the Jags and everybody else was driving up there. So, it's a slippery path, because they're going to eventually shut down the old hospital.

Just another point, and I think the doctor is familiar with this. My daughter started in Pontiac General. And, the deterioration -- what has happened is as the hospital doesn't get the funding, the public funding, the service deteriorates, and the hospital now looks like it is going to close. And, it is no different than schooling. If the hospital closes, people move out and the neighbourhood deteriorates, and it is just a bad thing.

I just had to bring to your attention that I support what you are saying, and I am totally against private health care systems. Thank you.

DINO CHIODO: Thanks, Gord. Speaker at mic number 3.

ISABELLE TAYLOR: Isabelle Taylor, Local 2458. And, I stand in full support of this recommendation.

And, one of the reasons why I stand in full support is because I work in part of our health care system that has been allowed to be privatized, for the most part. And, our health care dollars have made many operators of long-term care very rich.

And, you know that long-term has been my passion for many years. And, our union has been at the forefront of bringing attention to the issues within the long-term care homes, especially the staffing shortages that directly affect our residents and, of course, many of our members that work in these facilities.

And, on April 16th, the Toronto Star published an article about nursing homes drugging seniors with powerful anti-psychotics that can obviously kill elderly patients with dementia.

And, in response to a heated debate at Queen's Park, Ontario's Health Minister, Deborah Matthews, responded as follows, "Let's remember it's doctors who prescribe these drugs, not the government." She went on to say that, "It's a serious issue and that Behavioural Supports Ontario is doing fantastic work." And, that is about the only thing that I agree with.

The reality is that this is a systemic issue. It is a government that underfunds long-term care homes; allows for-profit private operators of these homes that control the funds. It has not implemented a minimum staffing standard. It has reduced inspections of these homes. It does not provide adequate facilities for mental health patients, so that they have no other place to go, but to long-term care. It freezes the wages of the dedicated workers in the industry, and then shifts the blame to the prescribing doctors.

The real truth is that the government is to blame for the conditions of our long-term care homes. And, it is not enough to acknowledge that there is a problem. That is obvious. They're private.

Our seniors need and are entitled to the best possible care at the most vulnerable times of their lives. It is not acceptable for doctors, RN's, RPN's, PSW's, to treat them in an abusive fashion. And so, it should neither be acceptable for the government to do so and/or shift the blame.

So, the disasters of long-term care are a prime example of what happens with privatization. Our hospitals, if allowed to be for profit and private clinics, would not serve its citizens. It would be a money-making system where only those who could afford it could access it. So, again, I stand in full support of this recommendation.

DINO CHIODO: Thank you, sister. Speaker at mic number 1.

MICHELLE FLEWIN: Michelle Flewin, Local 302. I stand in support of this recommendation.

Staffing and long-term care needs to be increased, so we can properly take care of our residents. In London, there was an incident that happened in a long-term care facility in which a resident beat up another resident. The daughter of this resident went to the local media with pictures of her mom that was beaten up. She appeared on the London News. She also appeared in the paper.

The facility was actually in the process of cutting back staff until this situation came to the media, and they decided not to cut back the staff on these units. This occurred on a Dementia Unit, on the evening shift.

Three PSW's take care of 36 residents. Most residents require two staff members to do their care and prepare them for bed. If two staff members are in one room, there is one staff member left. They cannot possibly oversee 34 residents. This, unfortunately, will continue to occur unless we have minimum staffing levels.

Deb Matthews needs to step up to the plate. She hired more inspectors in nursing homes. These inspectors are there to make sure we are going our job properly. Thank you, Deb Matthews, but we know how to do our job properly. The reality is, is that we can't do our job without more staff.

Deb Matthews needs to step up to the plate with real solutions and start treating our residents and staff with dignity and respect. Thank you.

DINO CHIODO: Good job, sister. Speaker at mic number 2.

MARY STRAUS: Mary Straus, Retirees Executive.

I just want to tell you that on Wednesday before I came up here, I took a grandchild in for a wee procedure in the doctor's office. Her parents wouldn't have been able to do that, if they had to pay for it.

About six years ago, the hospital that is close to me, which is 18 kilometres away, decided that in an effort to save some money, they were going to close from 8:00 at night until 8:00 in the morning. That means everything was closed down. The doors were locked.

When you have a chronic condition and you have moved that close to a hospital -- because in the rural area, that is close -- your concern is being close to that hospital. And, when you hear that it is going to be closed from 8:00 at night until 8:00 in the morning, it causes you great concern.

During that time, I can tell you that my own doctor, who is a young woman, lost her husband, because there was a bonfire at their place, a few drinks involved, and some careless handling of some equipment. And, that man lost his life, because he himself had to be taken to a hospital further away. That is my own family doctor.

What I want to say is the cards that have been distributed, please take the time to fill them in. All across the back where people are sitting without tables, every one of those chairs has a card on it. Up across the front, every one of those places has a card on it. It is so important to sign those cards.

The Ontario Health Coalition can't do it, without knowing that there are a lot of us behind them. Such an important issue, Danielle, because none of us can survive without our hospital systems. Our families need it.

And, it's great to talk to your MP and MPP, if you enjoy talking to them. I happen to have two Conservatives in my riding, and I don't mind talking to them and tell them how I feel. But, it is better to talk to your family. Talk around the kitchen table. Talk to your people at work, those of you that are still in the workplace.

This is the most important thing going that affects every person, so please sign those cards. And, thank you, Danielle. This is the most important thing we are doing this morning.

DINO CHIODO: Thank you. Speaker at mic number 3.

MIKE KISCH: Thank you, Dino. Mike Kisch, Local 2458, first Vice-President and proud father of four children. I am going to ask everybody's indulgences. It is not going to be

easy for me. I stand in full support of the recommendation.

I stand completely against the creeping in of the American system, the privatization of clinics. And, I can say this from a very personal perspective. I lost my son, Holden, two-and-a-half months ago to brain cancer.

We live in La Salle, Ontario, just close to Windsor, just across the border from Detroit, Michigan. And, anytime, going back to December 2012, when we had his first seizure -- December 13, 2012, when he had his first seizure, of course, the first thing you do is you panic. You never want your children to go through anything like this. You never want to be a parent in this situation. I pray to God. I pray to whoever that none of you are faced with the same challenges that my wife and I and my family have gone through.

Of course, we called the United States, because we're so close. We contacted the Detroit Medical Centre Children's Hospital. We found out, you know, what do we need to do? We would do anything. I would have taken a one-way trip to Mars, if there was any chance to do anything to save my boy.

Cost, of course, is an issue. Surgery alone would have been \$140,000.00 at a minimum. An MRI, we had had some difficulty with the first set of MRIs that were taken in Windsor. Detroit couldn't read them. Not as though we wanted to go to the American system to try to find any sort of an answer, but at that point, it didn't matter what border you cross. You do whatever you can for your kids.

So, we finally get another MRI ordered. Detroit can't read them, again. I asked them, "What would it take to have an MRI done in Detroit?" They said it was \$10,000.00. We're now faced with either selling my car, selling the house, selling whatever we can, to try to get an answer. Whether or not it was even going to do anything was a whole other question.

We ended up being referred eventually to Sick Kids in Toronto. So, just on February 5th, he had an awake craniotomy. They removed the tumour. We thought everything was going to be a success, but he still had to go through radiation and chemotherapy. Very intense. He and my wife basically lived at Ronald McDonald House in Toronto for about six weeks. The total cost, when all was said and done, cost my wife and I \$16,000.00 at a minimum. That was at least what we had claimed in our taxes.

The one part of unfinished business that I have to share with everybody ---

KATHA FORTIER: Take your time, Mike.

MIKE KISCH: --- was the support from CAW Council at the time, and all the delegates and the friends and the friends here, for not only the financial contribution, but just the messages of hope and love and compassion.

And, I know Tullio had wrote off an email. I wasn't able to attend council at the time, because we were actually at Sick Kids with him. We were actually at Ronald McDonald House with him at the time. And, when I got the message that you guys had given us some money, you have no idea what kind of a boost that gave to us.

So, that is a bit of unfinished business from myself and my family, to thank former CAW Council and everybody involved. And, the long and short of it is, he lost his fight to cancer. We had found out in November that officially there was a second tumour. If there would have been an additional surgery, possibly radiation again, and we had no system whatsoever to pay for this, I guarantee I wouldn't be right here. I wouldn't be here now. There is not in the chance in the world, I would have. I would have had to sell my house, probably declare financial bankruptcy. My wife is currently on LTD, so the money has not quite been coming in. As far as it goes with her, we're hoping she returns back in September.

But, again, I can't thank Dr. Martin enough. Your clip on YouTube when you just blasted that Republican senator, and then for Bernie Sanders to say what he had to say, it really resonated with me, obviously for very personal reasons after losing my son. Thank you everybody.

KATHA FORTIER: While our chair is just giving Mike a hug, I guess we'll

move to mic number 1.

SHERI LAEKEMAN: Thank you, Katha. Please, your indulgence. I was a little shaky before that, and now I'm really quite shaky. It's hard to not ---

DINO CHIODO: If you can just, please, just state your name? I'm sorry.

SHERI LAEKEMAN: Yes.

DINO CHIODO: Thank you.

SHERI LAEKEMAN: Sheri Laekeman, President, Unifor 4212. I represent the workers at St. Lawrence Seaway Management Corporation, Welland Canal in Cornwall. I stand in support of this resolution.

Most of my members live and work in Niagara and have watched the current government, Liberal government of Ontario, push through a now and up-and-running P3 mega-hospital in St. Catharines that is the main hospital for the whole region. The coalitions have gotten together. They're working hard to try to get a secondary site.

I just wanted to stand up and I would like to suggest that we do more than just give the money. I believe we need to elevate the awareness, quite like what we have been doing with the Hudak right-to-work campaign. In Ontario, we already have this Liberal government, and slowly and insidiously there, it is happening here as well.

I am kind of looking at the third resolution here and whether this is appropriate or not. I don't see Unifor supporting any particular party. And, I understand ---

DINO CHIODO: Yes, but we're on Recommendation No. 1; right?

SHERI LAEKEMAN: Yes.

DINO CHIODO: Okay.

SHERI LAEKEMAN: Where I am going here is I think we need to do more than just give money. I think we need to really establish and create the awareness of who is going to support Medicare. We know the Liberals haven't, and they're not going to. I am pretty sure Hudak isn't unless -- can anybody correct me on that? Is Hudak supporting ---

DINO CHIODO: No, but we're not getting onto Recommendation No. 3, until we read the recommendation, and I have a mover and a seconder. So, thank you.

SHERI LAEKEMAN: Okay. I just wanted to stand in support, and thank you for the doctor coming and speaking. And, I would like us to do more. We'll get there and I'll speak then, but I certainly -- I appreciate what Unifor is doing. I really appreciate the Regional Council. I think we should be doing more in creating the awareness around the election. Thank you.

DINO CHIODO: A point well taken, sister. Thank you very much. Speaker on mic number 2.

HAZEL PRATT-PAIGE: Hazel Pratt-Paige, Local 1106. I am in Health Care.

And, just a reminder that we did have minimum staffing standards that maybe wasn't the best funding model, but we were at 2.6 hours of care per day per resident. But, that went out the window when the last Conservative government was in, and Mike Harris got rid of that.

We have been striving to get 3.5 hours of care per day, per resident in long-term care for many, many years, well, ever since that happened. And, the last election, we were very close to getting it, but it hasn't happened yet. And so, just like the previous speaker, we really need to be mindful about where we go in the next election. Thank you.

DINO CHIODO: Thank you, sister. Speaker on mic number 3.

DARLENE PROUSE: Darlene Prouse, Local 2458. I rise in support of this recommendation.

And, at the risk of repeating what people have already said, I want to be really clear. This isn't about the health care workers of our union getting up to this mic and saying here is what's happening. This is your wake-up call. You are going to lose something that is very sacred to the heart of every Canadian and should remain that way. This is about all of us getting out there.

In July, there was one of the health accords. All the ministers were in Niagara-on-the-Lake. We should have had that whole village, town, whatever, flooded with people to send a clear message to all those provincial ministers. And, I am sure that that won't be the end of it.

And, we need to be getting involved with the health coalitions and the Canadian coalition. We need our names on their mailing list, so that when these things are happening, we get our membership out to all of these things and show support to what is a sacred value of all of us.

Brian Day's success in this lawsuit will be the demise of our health care in a very fast and rapid race to the bottom. If he is successful in keeping these private clinics going, eventually what will happen is they will decrease their funding to the public hospitals.

I know that Dr. Martin touched on it a wee bit. But, when you have a family physician or a physician who can work public and private, make no mistake, if you come to my office in the public sector and you say, "I tell you, you need a heart transplant and I can do it in nine months in the public system, but if you go down the road, I can do it next week. And, now, I am going to put a price tag on your life, and what do you want to do?"

Because they're going to run over there. What happens is they suck all out of the services out of the public hospitals, because they no longer can afford them, because the wealthy people are now putting all of their money into the private clinics that they're funding, and it's a race to the bottom all over again.

And, make no mistake. Brian Day is selectively picking his staff, and putting us all at risk for our nurses, our RN's, our RPN's, our health care workers, our housekeeping, everybody that could have potentially been employed in that private hospital. And, it is probably fair to say that they're working at much less wages than what we have been negotiating for our health care workers.

It is another race to the bottom as the funding stops in the public. They then suck out all of our nurses and our health care workers out of the public, forcing them to go private, in order to get work. We have now shut down hospitals, because without staff and physicians, it's a whole cycle that we don't need to be spiraling in.

But, make no mistake. These physicians, as long as they are doing this, and unless they're challenged in this court case, they will continue to work with two hats on supporting their own private pockets. I would like to encourage all of these locals -- I don't know.

Dr. Martin, I thank you and all of your colleagues for what you are doing, because let me tell you, if somebody doesn't step up to the plate, we are going to lose what is very important to all of us. We need to. And, if there's any locals that can actually help fight this campaign, because it's going to cost them money, I would encourage that as well. Thank you.

DINO CHIODO: Thank you. I see five more speakers at the mic. We will be taking all five speakers. We will go to mic number 2.

JEAN WALTERS: Hi. My name is Jean Walters and I'm from Local 1106. I'm an RPN and I work in long-term care. I stand in support of more staffing for long-term care in hospitals.

As we know, infection is one of the most dangerous things you can have lingering around, because we have so many mental patients coming to long-term care now, because they have put in a BSO, and so they think we can handle all these mental patients. So, it has increased and it is causing a lot of problems when it comes to cross-contamination. And, we don't have the amount of staff to really control mental patients and have them settled, so we can get work done effectively.

Right now, in a couple of our homes, we don't have the flu bug, but we have something else that has cropped up. That's Staph A, which is very dangerous, which could lead to flesh-eating disease. We have lost patients due to that.

So, I stand in support here today, that we all send a message to them that we

do need full staffing when it comes to long-term care. Thank you.

DINO CHIODO: Thank you, sister. Speaker on mic number 1.

KEN LEWENZA: Ken Lewenza, former President of CAW Local 444.

Let me begin by thanking Dr. Martin, saying right off the bat, Dr. Martin, you will be getting an invitation from the Windsor Guardian Board, representing all of the Unifor locals, to come to our community and give that exact presentation where we will have media, and we will have citizens come out and listen to your plea, because we don't do it enough.

All of us in this room, we're preaching to the choir. All of us in this room support national health care, Medicare. Well, let's just think about it from a very selfish perspective for a minute.

Number 1, we had a huge competitive advantage in Canada, with our universal health care program. Every one of us that have been to the bargaining table have used our universal health care program as an opportunity in negotiations to advance the causes of our members on wages and pensions and other issues. We didn't have to deal with hospitalization. We didn't have to deal with covering private costs, in most circumstances.

But, ask yourself, in the last five or six years, how many of you went to the bargaining table where the employer said that the competitive advantage that we once had in Canada has almost evaporated, because of the concentration of private services into our communities?

And, brothers and sisters, also on top of that, we have a responsibility, because we have an aging population. Everybody is talking about an aging population. We have got long-term care facilities that are privatized, where people are making money off the backs of the most senior people in our country. That should be against the law.

The fact of the matter is when you talk about universal Medicare, you also have got to be talking about safe quality places to put our parents, our grandparents and others when they reach that time of care, which we don't have today.

So, brothers and sisters, let's think about this selfishly for a minute. In the next couple of months, we're going to have a jobs campaign. We're going to have a jobs conference. And, part of that jobs conference, I can guarantee, is making sure that Canada has all of its unique advantages that it has historically had to create an environment, to create investment.

All of us will be talking about a national health care system to protect our members' jobs, to protect our members' communities, to protect their families against the privatization and the costs associated to health care.

So, brothers and sisters, we all take it for granted. I am not surprised that 99.6 percent of the people signed a card that said, "Would you prefer public health care or would you rather pay for it?" That seems to me a no-brainer. But, at the end of the day, quite frankly, we have got to get out there and work on behalf of our members. We owe it to them.

We have to engage our members. We have to engage our community. We have to engage all politicians, because all politicians have a tendency to cut costs once they're in power. And, this is a legacy that we owe Tommy Douglas and others to fight for it. We owe it to our members. We owe it to our community. We owe it to our country.

Dr. Martin, before you leave, you are going to show me your schedule. We are going to bring you into Windsor. We are going to get a few hundred people out there. And, we are going to start engaging our people to do exactly what we have to do, to protect health care outside of a parliament that we all respect one another and respect health care.

Last, but not least, once again, Katha said this. And, I spent a heck of a lot of time in hospitals, health care places. I even periodically go to the doctor due to blood pressure problems as a result of being a president of this union. Jerry will get there.

But, the reality is, we have got a lot of health care workers that are frustrated. We have got a lot of health care workers that see themselves being squeezed every single day.

They see their working conditions changing every day. They see their work being enhanced every day. They see part-time jobs being created at a lower wage than the higher wage every day. There is turmoil in our health care system.

And, what we have to do is show those health care workers that we represent that when we're fighting for quality, publicly-accessible health care, we are fighting for their quality of work and conditions. And, brothers and sisters, they feel excluded in some circumstances.

We owe it to them as Unifor members through the health care workers that are here today to be advocates, to make sure when we walk into a health care facility, we say to those health care workers, we recognize your pressure. We recognize the changes of an environment that is taking place. But, we also recognize your personal contribution to those that require your services through our public health care system.

And, once again, I thank all health care workers in this country for doing an incredible job, providing services under the most extreme pressure that we have ever seen in the history of our lives. Thank you.

DINO CHIODO: Go ahead, sister. Speaker on mic number 2.

SANDY CARRICATO: Sandy Carricato, Retired Workers. Thank you, Kenny. You're such an inspiration, but what an act to follow. Having said that, I am not going to repeat as others have said, all the stories that we have heard.

But, thank you, Dr. Martin, for having talked about the past. And, I look around this room and I don't see too many people like us retirees. But, I want to tell you something. Without health, you have nothing. And, without the health care system that we have today, you will not have your health.

And, I want to talk about yesterday, many years ago. I want to tell you about the time when we didn't take my brother to the hospital, because he had pneumonia. He had a fever. We didn't know what it was. But, you couldn't afford a doctor. He died in our parents' arms.

I want to tell you about my grandmother who died at her home on a reservation. No home care. She was diabetic and crippled, and my uncle went to her, because he had pains in his chest. He died at her feet. Luckily, my sister went to see her a couple of hours later. She was in terrible distress.

I could go on to tell you about these stories, but don't listen to mine. Start talking to your grandparents. Start talking to your parents about the things that they have suffered through. The stories are so horrible, when we didn't have health care. And, I see it diminishing today and it really bothers me. Yes, we are in a fight; the fight for our lives, literally.

And, I have to say to all the health care workers here, I feel for you. I pray for you. And, more importantly, I pray for those in the Durham Region. There is a large cutback of health care staff there. I think it's around 300.

And, if there is anything good I can say about it, my young granddaughter, 23 years old, a registered nurse, has finally got the guts to fight back and she is working with her union now. Solidarity forever.

DINO CHIODO: Way to go, sister. Thank you. Speaker at mic number 1.

SHERETA BOWERS: My name is Shereta Bowers, Local 1106, Health Care Sector. And, I stand in support of the document.

We were out a few weeks ago, trying to get some cards signed, the same cards you're signing here today. I did most of mine on the soccer pits, because I spend a lot of time there. And, I just wanted to bring it out.

There is so much opportunity to get the youth involved, because I find it was such an amazing teaching experience, because a lot of the young people have no clue about the state of the health care system. All of us in here know what the health care system is like, in terms of the state of it.

But, if you go into the community, there is not a lot of people who actually

know what it is. As Unifor members, let's go out and teach and let people know what the state of our health care system is, because it's important and they're the future of our country.

Therefore, we have that asset in our young people. And, if we can go out and get them engaged, it's amazing how much more strong we can be in order to do this fight. Thank you.

DINO CHIODO: Thank you. Speaker again on mic number 1.

SHELLEY TAPSELL: Hi. My name is Shelley Tapsell. I'm from Local 1106.

I wasn't going to speak, but I'm here now. I just want to say it's disaster capitalism. The government has created this all on their own to make us look bad in front of the public. So, what we need to do is turn around and start teaching the public what is really happening here, so that we cannot work short, so we can have the funding to support our patients, because we're looking bad in front of our patients, in front of the public. So, we are preaching to the choir, but we need to preach to the public and teach them. Thank you.

DINO CHIODO: Right on, sister. Good point. Last speaker on mic number 3.

BRUCE DICKIE: Bruce Dickie, President of Local 2458.

Dr. Martin, I just want to let you know, the Executive Board of Local 2458 has just unanimously passed a donation of \$2,500.00 to your organization. I encourage the other locals here as well to do the same.

DINO CHIODO: Thank you very much for that donation, Bruce. Much appreciated. I see no more speakers at the mics. So, what I am going to do is ask Dr. Danielle Martin to come up and say a few words.

DR. DANIELLE MARTIN: Wow. I want to, of course, begin by saying thank you for the incredibly generous financial pledge on all levels, national, regional and local. We will put that money to good use. You have my word.

A couple of you have spoken about preaching to the choir. And, I just want to acknowledge, although there is a time and a place for every kind of speech, it does feel really good to preach to the choir. It feels really good to be in a room full of people who get it, who understand what it is we're trying to do.

And, I will share with you something about what the last month of my life has been like, because I have been giving this speech and saying the words that you saw up on the screen now, day in and day out for a decade, just as many of you have been giving the speeches that you have been giving, and saying the things that you have been saying for many decades. And, one thing that I have learned over the last several weeks is, you just never know when it's going to catch fire.

I was invited to go and give this presentation to the United States Senate Subcommittee. I thought that is a neat opportunity. And, I really did think I should make sure my mom watches, because who else watches C-SPAN. And, here I am, a million YouTube hits later, having been completely flooded with expressions of support from thousands of people, from coast to coast who I have never met, speaking about their pride in Canadian medicare.

I want to say that although I know that it feels dire and the struggle is hard and the challenges are real and significant, there is a huge mass, a majority of Canadians who are 100 percent behind this fight.

And, that is something that I have always said. It's something I have always believed. But, it was never something I had personally experienced until I became a 15-minute YouTube sensation. And, it actually has given me an enormous amount of energy to carry on.

So, what I would like to sort of close in doing is to try to pass some of that energy to all of you. What we have heard from the speakers at the microphones today has been incredibly moving, and it validates what we know, which is that the web of connections that each of us has to our health care system is very complex.

We are simultaneously -- and not just those of us in the room; all of us. We

are parents, and we are grandchildren, and we are spouses, and we are patients ourselves. And, many of us are workers in the system. But, all of us are interacting with it. And then, of course, we are community members and we are citizens. And, all of those things tie us deeply and tightly to the values that each of you has expressed.

And so, I just want to remind you that when you say those words that you have all just shared, you are saying them -- you could be anyone out there in this community or any other community across the country. And, you are well supported and backed, not just by your members, but by many Canadians who don't have the enormous benefit of exercising their rights as organized union members.

So, keep up the fight, because it's clear that we are all committed to the values and the principles. And, it is also clear from this conversation that we are very painfully aware of the imperfections and the cracks and the problems that need to be fixed. So, let's get to work. Thank you.

DINO CHIODO: Thank you, Dr. Danielle Martin. And, just to wrap it up, the last speaker I'm going to bring up, our National President, Jerry Dias.

JERRY DIAS: First of all, on behalf of all of you in the room, on behalf of all of us, you have no idea how happy we are that you are here today, Danielle, because what Canada really lacks is vision. It lacks people that want to lead. It lacks people that want to challenge. It wants people that have hope. It lacks people that really care.

And, that is why people like Danielle are so important to all of us in the room, because she symbolizes what it is we need and we are demanding for in this country, because let's take a look at really what is going on, because this is personal and I know it is personal to all of us.

I listened to my sister. I listened to my brother. I listened to a lot of the other emotional testimonies from people in this room and those testimonies are real. And, it gets to the real fabric of who we are.

You will see that I am going to be walking around the next couple of days with my father. I don't know if he is in the room. My father is 84 years old. This is really the first time that he has been out of the house in months, because he has had hip replacement surgery on both hips.

And, to talk a little more personal, because this is going through our lives. At the time that Ken announced to the National Executive Board that he wouldn't be seeking the nomination for President of Unifor, at the exact same time that he was giving that presentation at the National Executive Board, my father and my three sisters were taking my mother into a nursing home to put her into a long-term facility that we know she is going to be staying in for the rest of her life. So, this is all personal.

And, it's important, because we talk about our movement, and we talk about how we're going to build our movement, and we also talk about the fact that we can't build our movement unless we bring the community along with us. And, that is why the sister was dead on over there when she said that this is an issue that we need to take outside of this room and we need to take to our community, because this is the type of issue that the community and people understand that this is about them.

So, we're going to -- really going across the country, talking about issues that are important to working-class people. So, I want you to think about this for one minute. I want you to think about what happens if the lawsuit in British Columbia or if the challenge wins. Think if Dr. Profit wins his day.

What do you think Brad Wall is going to do in Saskatchewan? What do you think the ultra-right Conservatives are going to do in Alberta? What do you think the Liberal provinces who are really Conservatives across the country are going to do? What do you think McNeil in Nova Scotia is going to do, who just took away the right of collective bargaining for all the health care workers in Nova Scotia?

Think about the impact. Think about the fact that we have Harper federally that believes that the health care system should be in the hands of private people. And, I want you to think about the challenges we are dealing with overall. I want you to think of the impact it has on all the Canadians. I want us to think about what we're talking about as we're going across the country.

We have over 800,000 Canadians every month that are eating in food banks. Hundreds of thousands of them are children. Hundreds of thousands are seniors. Thirty percent of our seniors have a pension plan outside of CPP and OAS. The maximum CPP is \$11,000.00 a year. Do you know what the average is that our seniors collect? \$6,500.00 a year. So, now, we have our seniors living in poverty and we're going to tell them that they're going to have to pay for their health care.

Think about it. Think about what this means to the fabric of our nation. So, this isn't about us in this room. This isn't about what we're going to leave behind for the next generation. This is really about what type of a country we're talking about. This is about the nation that others have given so much to create. And, it's really up to us as an organization to lead the fight.

So, when we head into health care bargaining, which we're coming into soon -- we have got some in the spring. We have got a fair bit in the fall. Bargaining is not just going to be about our wages and benefits, but it has to be about time. It has to be about 3.2 hours or 3.4 hours, not 2.6 hours or not about deregulating the industry so that people have so much less. This has to be about a vision for a health care system that is going to survive generations.

And, brothers and sisters, Unifor was created to lead those types of discussions. And, I can tell you, we are going to lead those types of discussions, because we will participate in health care bargaining in Nova Scotia, not only to tell the Premier of Nova Scotia, which we already have, that we will defy his legislation, if that's what it means, to stand up for the rights of our health care workers. But, it's going to be the start of the debate about the accord. So, our bargaining is going to be about our future and the future of long-term care and health care in Canada.

And, we thank you very much, Doctor, for you being here today, to work with us as we work with you, to make sure that our country gets what it deserves. Thank you very much, sister.

DINO CHIODO: Okay. Once again, seeing no more speakers at the mic and thanking everybody for participating in the debate on the recommendation, I would like to call -- sorry. What is going on? Oh, sorry. I apologize. Excuse me. There were some technical difficulties.

All those in favour?
(favouring votes shown)

Down.

Opposed if any?

Carried. CARRIED

Carried unanimously. Thank you very much for your debate, your contribution and your time.

In saying that, we will be breaking for lunch at this point. We will be starting up again right at 1:30. So, if you could please be here a few minutes beforehand?

But, before we let everybody go, we do have a point of privilege at mic number 1. So, I would like to recognize a speaker on a point of privilege. At the same time, I would like to recognize that the women's caucus is going to continue in Classroom A and B, with their luncheon today through the lunch period. Mic number 1.

GERRY LOGAN: Thank you, Dino. My name is Jerry Logan of Local 444. And, a lot of you would know my father, Gerry "Skinny Logan". He passed away in early December

this year. And, we are holding a fundraiser for Windsor Hospice. And, I just want to let you guys know, there is a table outside, if anyone would like to purchase tickets or make a pledge.

We also have envelopes for private donations, if you want to just mail it in privately. So, there is a table set up out near the Bear Pit, if anyone is interested. Thanks, brother.

DINO CHIODO: Thank you very much. Once again, thank you for a wonderful morning, going through Recommendation No. 1. We will see you here at 1:30. And, again, the women's caucus will be meeting in Classroom A and B, for their luncheon.

--- Whereupon the hearing was in recess
from 12:05 p.m. to 1:30 p.m.

POINTS OF PRIVILEGE

DINO CHIODO: So, just before we do get started, I would just like to thank everybody. This morning was a wonderful session and it was important that people participated and felt like they were part of the system. But, at the same time, I want to thank those individuals that retweeted and tweeted messages with regards to Dr. Danielle Martin and her message. I think it went over relatively well and it was a good review of where we need to be.

So, I am going to start going right now to the mics for a couple of points of privileges that have been asked to be presented. So, what I will do is I will start off on mic number 1. Mic number 1.

JIM KENNEDY: Thanks, Dino. It's Jim Kennedy.

DINO CHIODO: Jim, just before you do get started, I would like to ask everybody, if you can, please try and come in as quietly as possible, as respectful as possible, because we do have some speakers on the mics. Excuse me. If we could just get a little bit of cooperation? We just want to have a couple of points of privilege on the mics. Thank you. Mic number 1.

JIM KENNEDY: Thank you, Dino. Jim Kennedy, Unifor Local 27, Vice-President of the Health Council.

Yesterday, we had a great Health Council meeting, and we try to get our members involved. We had a couple of draws that we did yesterday. One was to put a foursome together for the Bob White Charity Tournament that we sponsor. And, another one is to send one of our members at large to the RPNAO Conference in September that we also sponsor.

So, the winners of those draws, Janet Reeve. Sister Janet Reeve, Local 2458, is going to be our RPN delegate. Cindy Peirce from Local 1359. Cindy will be the alternate delegate, in order that Janet cannot attend.

And, our foursome for the Bob White Golf Tournament will be: Brother Brad Kelly, Local 8300; Brother Jake Gibson, also from Local 8300; Chuck Farrugia, Local 27; along with our council president, Shawn Rouse. Thank you.

DINO CHIODO: Okay. Thank you very much. We have another point of privilege on mic number 2. Mic number 2, please.

BRIAN HARKNESS: Thank you. It's Brian Harkness from Local 1285. I just wanted to invite everybody tomorrow morning at 7:00. I know everybody is going to bed early tonight. But, tomorrow morning at 7:00, I am going to be doing a group workout in one of the classrooms. It's 30 minutes long. If you want to work off dinner tonight, get a little sweat in and have fun, then come on out.

I know Gail Fairchild is preparing a flyer. It will be up on some of the doors around the Centre. So, you're welcome. It will be in one of the classroom buildings downstairs, so I would love for you to come out and have fun. Thanks.

DINO CHIODO: Way to go. Make us healthy. Keep the costs of our health care system down. Good job. Okay. Seeing no more points of privilege at the microphones, what I

would like to do is I would like to get on with our agenda. And, we have a presentation that we are going to be putting up with regards to rail and the rail campaign. And then we'll get into our Recommendation No. 9.

I would just ask one more time to give some respect to the people at the front with regards to their presentation and the people that are sitting next to you, so they can hear what is being presented. Thank you, once again.

RAIL CAMPAIGN

BRIAN STEVENS: Thanks, Dino. Brian Stevens, staff. And, I just want to briefly introduce the rail campaign that we have underway, and Patty will follow up with some of the details. As we know, in this country, passenger rail service -- and, actually in this country and in the U.S., in North America, has been running in the opposite direction of the rest of the world where they're building up their passenger rail system.

In Canada, in particular, we're tearing it down. And, one of those most significant events in passenger rail history in Canada took place in 1990, when the Mulroney government overnight cut 50 percent of the routes and services.

So, this past year, in 2013, we concluded a collective agreement with VIA Rail. And, during those discussions, we got kind of an insight of what some of their plans were going forward in terms of passenger rail service. So, our reaction was we quickly pulled together a group of leadership people. We had a number of meetings across the country, and we developed a document, with the assistance of Jordan Brennan, and it is called, "Getting on Board or Running off the Rails".

Now, we officially launched that document back in December. Jerry took part in the official launch of this discussion paper, really to try and stimulate debate across the country. And, we have been running out this document wherever we can. And, now, we want to pick up the campaign a little bit.

And, we know the passenger rail service has impacted a lot of communities, but it continues to impact a lot of communities in terms of the services that are being lost.

If you take a look in Northern Ontario, the provincial government here in Ontario cancelled the Northlander passenger train that runs from Toronto up to Cochrane, Ontario. Just recently, in Sault Ste. Marie, we have heard that CN Rail is going to discontinue operating the passenger rail service between Sault Ste. Marie and Hearst. And, many of those communities up at Agawa Canyon rely exclusive on passenger rail service.

And then most recently, in Atlantic Canada, VIA Rail has announced that if CN abandons the rail line between Miramichi and Moncton, I guess -- is it Moncton? -- that the Ocean train is at risk. And, as we see here in Southern Ontario, we have had station closures as well as job losses.

So, we have started this campaign built on stimulating this debate and trying to revive the passenger rail system. So, we have been relative active, I would say, since we launched that document back in December. And, Patty will provide you with a bit of an update as to where we are. So, thanks a lot.

PATTY BARRERA: Hello, everybody. My name is Patty Barrera, and I am in the Membership, Mobilization and Political Action Department.

How is everybody? Are you alive? All right. So, for the women in the room, you get to see me twice today. And, I'll try to keep it briefer than in the last meeting.

As Brian said, we have launched a passenger rail campaign. And, we are not doing this campaign just because we have members in the rail system that work for VIA or CN, or any of the others. We are doing this, because it's the right thing to do for our communities and for our society. As you can see in the papers and in the media, absolutely every single day, there is something about trains. Of late, it has been about rail safety and it is always about trains.

And, when we are dealing with environmental issues, or whatnot, and our country is facing all of these questions, and you're thinking of a national transportation strategy -- which incidentally our country does not have. We are one of the only First World nations who do not have a passenger rail or even a transportation strategy. But, when we are talking about that, rail is always part of that mix. And so, we are taking this on.

So, let me tell you about the campaign. We have a campaign time line that as Brian said began with the releasing of our document, Getting on Board or Running off the Rails. That was followed up by us in January, sending the document and a letter on behalf of Jerry to every single MP and senator in Ottawa. And, what we did from that time on -- we sent that out in January, so that's close to 500 documents and whatnot.

And, our department has been following up. Every week, we contact a new set of MP's and talk to them about the issue. Our goal is to get through all 500 senators and MP offices by the end of next month. So, by that point, we will have had a conversation as a union about what is in the document with the MP's.

So, number 1, they have been touched once by us through the national level. And, now, they can't pretend they don't know that we exist or that we're coming after them on these issues. So, what is the next piece? That's where we are right now.

In April, this month, we went to the Atlantic caucus. And, now, we're here and we're moving slowly across the country. But, what we're asking is that we are launching a municipal lobby to municipal councils across the country. We are launching an MP lobby in their home ridings, at home in their communities, and we are launching a postcard-signing campaign.

So, if you look in the pile of papers that you have in front of you, pull out this card. It has -- that's right. Now, I want you to sign it and send it to the end of your row, and we'll pick them up. And, we're launching this postcard-signing campaign.

All three of these things, the municipal lobby, the MP lobby -- and, I'm going to talk to you a little bit more about each in a second -- and the postcard campaign, we are going to be running that from now, from April until the beginning of October, so from now till the fall. That gives us four or five months to do all of this.

In May, we are taking the campaign -- while all this other stuff is going on, we are taking the campaign to the Federation of Canadian Municipalities, CFCM, to their national convention. This is a convention that brings together 3,000 mayors and city councillors from around the country. It's their get-together.

They have a two-day trade show that precedes their convention. We have a trade show booth where we will be talking to all the mayors and city councillors about the national rail campaign and our Good Jobs Summit.

Now, this trade show lands at the end of May. And, all of this work through the summer, what we're launching now in April, will lead to a National Lobby Day on passenger rail, probably in October. So, for the moment, that is our time line.

So, let tell me you about the campaign tools, because once we're home, every single one of your locals is going to get a package asking you to sign on. So, here is the campaign. We have the document; right? This is the document that Brian referred to. It's up on our website. But, you're going to get a package of the document. And, this is amazing. When you're going to talk to city councillors or MP's, you don't need to be an expert on passenger rail. You just need to tell your story.

If they want an expert, we can provide them with experts. If they want more research, you can hand them the document. The document has all your research.

We have put together a resolution for you. So, when you go talk to your municipal councillor in your home community -- and, we're only asking you to go talk to one of them -- you are going to be suggesting that the council, the city council, might want to pass a resolution that supports funding for passenger rail and supports keeping the lines active in your

community.

They're probably going to tell you that it's an amazing thing, but they might need help writing the resolution. Guess what? You have a pre-made resolution. Our logo is not on it, nothing. They can cut and paste all they want.

We have a petition. The House of Commons of late recently just adopted this idea that -- before, it was hoc. You have always been able to do it. But, now, it's official. So, if you give your petitions to a particular MP, they have to actually get in the House and read them out, "We received 'X' amount of petitions from..." So, we're signing petitions as well, because we're going to have them read it in the House, over and over and over, until they get really sick of us.

We have the postcards. And, if you notice, the postcards are actually addressed to the Prime Minister and Lisa Raitt who is the transport minister, and Jerry's MP; right? Lisa Raitt, your personal MP, yes. Anyway, so you need to go talk to Lisa Raitt about the rail campaign. But, the thing is that it actually says "Care of the Political Action Department."

And, the reason for that is politics is theatre. So, what we want to do is, in October when we have our National Rail Day, we are going to take all these postcards that we have collected. And, I'm hoping for like 50,000 or more; right? But, we're going to take them and dump them outside of Stephen Harper's office on Parliament Hill when we go and take our National Lobby Day. We'll be wandering around. It's actually quite easy to go dump things in places. And, cards don't set off alarms or anything. So, we're going to do that.

The type of actions that we are looking to do are rallies, the petitions, the postcards and the lobbying. And, as I said, we launched this campaign in the Atlantic. So, I'm just going to motivate you. The Atlantic, that is way smaller than Ontario, and they have only got a few weeks ahead of Ontario, but here is what they have been up to.

In New Brunswick, they hit every single one of the stations where the Ocean line, the 70 kilometres of rail that they want to shut down, they went to every single one and had many rallies inside the stations.

Here are some pictures. Unifor out by the train, meeting the trains. The NDP politicians from the Atlantic, they all took the train into Ottawa and they stopped at all of the stops where we had our people. And, that is Pat Murray, and he is the Council 4000 staff rep out in the Atlantic. Danny, that is going to be your picture soon. This is another station. More actions in the Atlantic. Another station doing these station rallies. They have been getting amazing press in all the local newspapers talking about passenger rail. And, this is Pat with the guy who is going to be sponsoring our questions in Question Period, and that is going to be Yvon Godin.

So, that is it for our campaign, five easy steps. They're super easy. I am going to point out this guy and I'm going to ask Danny to get up so you can see his face, Danny or myself, during this.

If you want to take more of these postcards or want some of these postcards for your local, if you can use them, if you have kids in hockey, if you have kids in sports and you're probably at the arena or at baseball, since we're in baseball season, take some of these. Get them signed in your community, the church, wherever; right? We have got thousands of these.

So, come and tell me your name and your local, and we'll get them shipped out to you, or Danny. Danny actually has about 1,000 of them in his car. So, you can take some from here; okay? And, be on the lookout for the packages. They will be arriving at your local within the next week, week-and-a-half. All right. Thanks so much.

DINO CHIODO: I'll just have Katha come up and do the recommendation. The recommendation that we will be looking at is number 9. Recommendation No. 9, if you could pull out your recommendation sheet.

RECOMMENDATION NO. 9

KATHA FORTIER:

I recommend that Ontario locals actively support the Passenger Rail Campaign, "Getting on Board or Running off the Rails". The passenger rail campaign is explained with links to research, facts sheets and resources, including petitions at: <http://www.unifor.org/en/take-action/campaigns/passenger-rail-canada>.

Specifically, I urge local unions to propose a motion to municipal councils to call on the federal government for investment in passenger rail, and to act to maintain service on threatened routes between Sault Ste. Marie and Hearst Ontario operated by CN Rail, and in Atlantic Canada, between Bathurst and Miramichi, New Brunswick. The campaign also includes postcards for members and supporters to sign and return to the campaign.

DINO CHIODO: Can I have a mover on the recommendation? A seconder? Moved and seconded. Open it up for discussions. Speaker on mic number 2.

BOB FITZGERALD: Good afternoon. Bob Fitzgerald, staff. I think Patty did a fantastic job in outlining the campaign.

I just wanted to bring you up to date on some of the things that have been happening, particularly in Atlantic Canada. Not unlike the railway unions themselves, we started in the east and it has been quite successful.

One of the problems when we first got into the campaign was the announcement by Canadian National Railways that they were going to shutdown 70 kilometres of the Newcastle Subdivision. This 70 kilometres was vital to VIA Rail in order to keep the continental train, the Ocean, running between Halifax and Montreal, thereby connecting with the rest of the continent.

If this happens, there will be a great pressure, I suppose, on VIA to shut down the Ocean, which would be the first break in the link of a transcontinental railway in Canada. So, it was so important that we rally around that. And, we did under the, Save the Ocean campaign that was led by Patrick Murray in Atlantic Canada with other activists.

And, they went out. I believe there were 25 different presentations made to the different municipalities in Atlantic Canada. There was presentations made to the opposition and other politicians, which resulted in the mayors of the Atlantic provinces drafting with, I suppose, a lot of help from Patrick a resolution that I think you have seen here. I was going to read it to you, because it is pretty. But, it is, I believe, reproduced in the staff report at page 71, so I won't read it to you.

But, I understand, as late as yesterday, that the Atlantic Federation of Mayors have adopted that resolution. And, they will be taking it back to their committee -- or back to their councils to have it adopted, and then they will bring it to the larger federation of mayors.

So, I just want to say that that's the kind of action. And, I think, there is some movement on part of CN or the government to do something with the Newcastle Subdivision. And, if they don't, it will be a disaster. There are some people who would argue that if the Newcastle Subdivision was allowed to be abandoned, the VIA could run up the NTC, which I think stands for the Northern Transcontinental Subdivision, which runs up to Edmundston.

The problem with that is that there is no density there. There's no stations. And, the people on the north shore of New Brunswick aren't going to travel all the way over there to catch a train. So, even if that was an alternative, VIA would end up dying on the vine in terms of servicing that area. And, I think it is so important that we don't let them take one link out of the transcontinental system. We can't let them do that.

Again, I congratulate Patrick and his team, the Unifor team that went out and did that. I think they made a lot of progress. It is very, very important that we do it across the country. We have to be as vocal across this country, particularly Ontario.

I believe there are several different initiatives going on in Niagara Falls. I understand there are some railway groups concerned with what is going on in Sarnia. So, I urge you to take the cards, sign them, get them back to us, and to join this campaign. Thank you very much.

DINO CHIODO: No, thank you, brother. Speaker on mic number 1.

MARK MATHEWSON: Thank you. Mark Mathewson, Local 848, Shell, Sarnia.

I first want to thank the group for helping us with this. I mean, we get tasked in here -- we're all leaders. We're get tasked. We come to these conferences, councils and all the resolutions in front of us, and we take that workload back with us. And, there's a lot of time that needs to be spent on that, we're not all experts.

But, I want to thank the group. You have made it easy for us. You have laid it all out. You have put the campaign together for us. You have done the work. So, I want to rise in support of this. And, I want you to help me. I want you to all rise in support of this. They have laid it out for you. Go back and talk to your politicians. This impacts us all. We're all Canadians.

This country was built with the promise by a Conservative government that they would tie this country together with a train system. And, it's not just to move freight. It's to move people, so we can all stay connected. This is important for all of us. I know we've got a lot of stuff to do at our locals, but they have made the work easy. So, please, take the time, use the kit, go lobby, and let's keep trains in Canada. Thank you.

DINO CHIODO: No, thank you. Speaker at mic number 2.

DANNY ANDRU: Danny Andru, Council 4000. I rise in support of this initiative.

I have been working on the railway for 34 years now, so I have seen a lot of changes to VIA Rail and passenger rail in this country, especially in 1990, when the Mulroney government chopped the rail services in half. And, don't forget, this is the Conservative government that cut it in half.

But, right now, Harper is even worse. He is hell bent on cutting the railway from coast to coast. This Harper government doesn't want transcontinental trains that cross the country to Vancouver. He doesn't want trains that go to Halifax and all the communities in between.

A lot of these communities don't have any other access to transportation. The rails are all they have, all these small towns. And, when they do have access, they're only one or two days a week now.

They also don't want trains even in the corridor where we're being hit. A lot of the stations, especially in Southwestern Ontario, they don't even have employees in the stations. So, can you imagine if you're elderly or you have special needs? You have to make your own way on the train. I don't care how many bags, or you're in a wheelchair, there's nobody in that station to help you. That is what this government wants. It's not just the trains; it's the stations as well.

Also, we feel the cuts aren't over yet. Even yesterday, I was down and the managers gave me notices for more cuts. This was yesterday. It's just endless. Anyways, we need to send a message to Harper that people want trains from coast to coast, not just in the busy Toronto-Montreal, Toronto-Ottawa area. We need them everywhere.

And, that is why it's important, this campaign. So, if you haven't signed the card -- I know a lot of you already have and thank you very much. But, if you haven't signed them yet, please sign them. Send them down. If you need more, come see me, or Patty, or anybody. We'll make sure you get more.

I appreciate all the support you're giving, and thank you very much.

DINO CHIODO: Speaker at mic number 1.

ROGER LEE: Hi. I'm Roger Lee of Local 1451, retiree. I stand in support of your resolution, but I would like to make a friendly amendment, if possible.

As you see at the start, it says local unions. Well, I come from a stand-alone chapter. Technically, I do not have a local union any more. And, there's a whole bunch of us out there that don't have local unions. We're just stand-alone.

And, they elected me chair of the group last fall here in Port Elgin. So, I think I can speak on their behalf. And, I would just like for us to be involved in this campaign. Thank you.

DINO CHIODO: Brother, I don't see a problem with us making that friendly amendment happen. I don't think that is an issue whatsoever. Thank you. It doesn't change the intent. Speaker on mic number 2.

FRANK CONSIGLIO: Frank Consiglio, President, Local 4003. I represent the VIA Rail employees, members, in Ontario.

I am actually looking at the kit. It has a lot of information. It is very well done. And, I want to thank the national leadership for raising the profile of this campaign from Day One. I don't want to list any names, because I don't want to miss anybody. So many people have been involved in this campaign.

This attack on VIA Rail -- and it is an attack. It's an attack on the public sector. It's what is going on in the post office, everywhere. The only resolution I can see is it has got to be political. We need to have a transportation policy. We need to have a mandate. Where are we going to go? Are we going to invest this money? It will be good for the economy. It will be good for Canada.

To envision a Canada without passenger trains, I can't see it. It hits me hard. It has been a part of my life for 30 years. And, it means a lot, not only to me, but to all of my relatives, to all of my friends, to all of my colleagues and all the members. They are counting on us. If we fail with VIA, then we're going to fail down the line in the public sector.

We need to win this battle and I know that we will. I know that Unifor can step up to the challenge. They already have. And, I have full confidence in this leadership. I thank you very much.

DINO CHIODO: Thank you. Speaker at mic number 3.

BRENT MacMILLAN: Brent McMillan, Local 38, Sault Ste. Marie, and I stand in support of this resolution also. I would like to thank the union for going ahead and turning this into a national campaign.

I come from Sault Ste. Marie, which is one of the locations where the passenger rail service is going to end, and I believe it has ended. I think the 1st of May, it will stop. It's a huge economic impact to the small towns and to the tourist operators that operate businesses along that rail line there, that there's no longer accesses to their businesses.

The City of Sault Ste. Marie has been actively involved in trying to turn this around, along with the communities along that rail line. And, anything we can do -- and, we probably have no problem in getting their support and coordinating efforts in our national campaign.

I just want to point out that one of the local Internet TV stations did a documentary, it is about three or four minutes long, on the economic impact that it was going to have for the communities along the rail line. And, it is very interesting, and perhaps we can make use of that in the campaign. Thanks.

DINO CHIODO: Thank you. And, I just wanted to also mention that we are actively involved with the local campaign in Sault Ste. Marie as well. I think that is just important to know as well as being national.

Seeing no other speakers at the mic, we'll ask,

All those in favour?

(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown)

Carried. CARRIED

Thank you very much.

I am going just a little bit off the agenda right now. I am looking for Roger Rashi. Is Roger Rashi in the room? Great. Roger, if you can come up here? I am going to have Roger Rashi actually come up to the microphone and do a presentation for a few minutes. He is a long-time social and political activist from Montreal, Quebec. He works as campaign coordinator from the Quebec Social Justice Organization Alternatives.

Since mid-January of this year, he has been working full time as coordinator of the People's Social Forum, to be held this coming August in Ottawa. Roger has helped found the Montreal Immigrant Workers Centre in 1999, and served on the board for six years as liaison with the labour movement.

Since then, he has worked on environmental justice issues, and been invited to lecture and speak at many labour functions. He has also helped to organize Quebec labour delegations to the Rio People's Summit in 2012 and the 2013 World Social Forum in Tunisia. Roger Rashi.

PRESENTATION: ROGER RASHI - PEOPLE'S SOCIAL FORUM

ROGER RASHI: Thank you very much. I am really happy to be here, really proud. It is an honour to speak to you today about the People's Social Forum. Very quickly, what is the People's Social Forum? It is a conference that we will be holding from August 21st to August 24th; in other words, about a week before Labour Day.

And, it is going to be an historic event, because for the first time in the history of Canada, we will try and bring to one place, to one conference, 10,000 activists from across the country, from Quebec, from English Canada, from First Nations. And, we are going to try and develop together a fight-back program to push back the right and to push back the attacks on working people. That is the purpose of the forum.

Now, it is a tall order. How can we achieve that? We have been working on this idea for the past three years. And, we have been able, over the past three years, to build a structure to support that forum. There's 500 people in 15 regional committees across the country involved in planning the forum. There are seven causes, including a labour caucus, on which Unifor has a member which is helping to plan that event. And, the purpose of that event is to answer back the strategy of the right-wing.

Now, Harper has been exceedingly, exceedingly smart in applying a very old strategy, which is divide and conquer. We know what the answer is: unite to win. We haven't applied it very well, but let's hope that with all the campaigns that are being launched, with Unifor and its slogan, "Unite as a Force", or in French, "Unir pour le force", we can begin to unite and answer back to the right-wing, and win this battle.

Now, I would like to thank Unifor, because from the beginning, Unifor has supported the project. When we started meeting back in the fall of 2011, Brother Gaetan Menard, who was the national treasurer of CEP, took part in those meetings.

When we held our first general assembly in Ottawa in January 2013, there were not only members of CEP there, Brother David Coles, Brother Gaetan Menard, but also brothers and sisters from CAW. When we held our second general assembly in July of 2013, we had some financial help from CAW at the time. So, it is a long association that we have had with two unions.

And, in fact, one of the first times we discussed that project outside Quebec was in November 2012, right here. We were invited back then by Brother Ken Lewenza, Jr. And, both David Coles at the time and Brother Ken Lewenza, Sr. were at that meeting. So, we have had a long association. We have discussed the project. And, now, we are at the stage where we're

starting to plan it and develop it in earnest.

In the past few months, we have been very fortunate to get tremendous financial support for Unifor. Unifor has come in with the largest contribution that we've received from any liberal organization in this country, \$50,000.00, and I thank Jerry Dias and the leadership of Unifor.

At the same time, Unifor has also asked Brother Mohamad Alsadi, national rep from the Ottawa area, to give us a hand in organizing the People's Social Forum, and he is here with me today. Thank you for your help, Brother Mohamad.

We have also been discussing with Unifor some of the workshops and themes that Unifor can bring to that conference. And, we started talking about the possibility of four themes, four workshops, which could be tremendously interesting.

One, on the community chapters.

A second one, hopefully on the victory of the Toyota organizing drive.

A third one could be on issues of importance to us all such as jobs, and kick off the Good Jobs Summit campaign that you will be launching this fall.

A fourth one, an idea that we just discussed at lunch with Brother Fred Wilson, would be possibly inviting Brother Jerry Dias to a town hall meeting style of event where we can talk -- he can talk about Unifor and inform all the various activists from other parts of the labour movement, from other social movements, as to what Unifor stands for and what this union wants to accomplish.

So, it is going to be a great occasion for activists from Unifor to talk about your programs, to talk about your campaigns, to talk about what you aspire to achieve in this country and what we aspire to achieve in fighting the right-wing in this country.

At the same time, we have worked very hard to bring in public sector unions. We have worked with the public sector alliance. And, in fact, they want to use the forum to launch their own campaign, to push back against the attack on bargaining rights that the federal government has launched on their workers, on their members.

We have spoken with the postal workers and they would like to use the forum also to launch their own campaign to defend home delivery.

We have talked with other public sector unions affiliated to the CLC or not affiliated to the CLC in Quebec, and have invited them to that social forum, and they will be there. In fact, the public sector unions want to use the forum as a way of establishing links among themselves and beginning to develop some kind of a fight-back strategy, to fight back not only against the federal government, but also all the provincial governments, which are also trying to destroy bargaining rights in this country.

So, we have a lot of things that we would like to achieve at the social reform. But, we cannot achieve them if we don't get support from labour organizations and particularly in organizations such as Unifor.

I have spoken to the OFL executive. I have spoken to the OFL board. I have spoken to the board of many affiliated unions, and I am really happy to have a chance to speak today to the Ontario Council of Unifor, because we will need your support and help in order to mobilize membership to come to the event.

There's two types of mobilization that we need at this event. One, people that will participate in the conference, will participate in the workshops. Just to give you an example, the Quebec Federation of Labour has pledged to send 500 people to participate in the conference. The CSN in Quebec is talking about sending 300; CUPW, about 250; Public Sector Alliance, about 300 people.

So, that is one type of mobilization that we want to achieve, to have hundreds of people activists from around the country, participating in the workshops, participating in the discussions and helping to develop a common fight-back program for all of us across Canada.

But, there is also a second type of mobilization, which is really important for us. And, it is what we call the Opening March or the Opening Rally of the forum, which will happen on August 21st, Thursday, at 4:00 p.m. We are hoping to have anywhere from 10,000 to 15,000 people at that rally.

We have spoken to the Public Sector Alliance. They have 50,000 members in the Ottawa area and they are setting high goals. They want to try and mobilize 10 percent of their membership, about 5,000 people for that rally. We have spoken to the postal workers and they are hoping to mobilize 1,000 or 2,000 members. I have worked very hard with the Quebec Federation of Labour and they have pledged to send 60 buses from Quebec to that rally, almost 3,000 people.

We are hoping that working with Unifor and working with the great capacity that you have, the work that you do in labour council, the work that you do in your locals, we can get also hundreds, hopefully thousands of members from Unifor to come to that rally. So, it's the first salvo in this fight-back that we want to launch in this country so that on August 21st, we show to the government, to the right-wing, that we mean business, and that from now on, we'll stand united and we are united to win. Thank you very much.

DINO CHIODO: So, I would like to thank Roger Rashi for coming down here and explaining to us how important the social forum is. The National Union has already worked with Roger, and they are going to continue to promote the social forum that is going to be held August 21st to the 24th, to help achieve our task and goal, and making sure that we get as many people as we can.

There will be a call letter that will be coming out. If people can participate and are from the Ottawa area and district, and they could be there for that opening day, it would be much appreciated. But, at the same time, we look forward to working with you in making sure we get that message out and doing what is necessary to fight on behalf of people in our communities. So, thank you very much, Roger. I appreciate it.

Getting back to our order of business, we will be going to the next presentation, which is our rights-at-work campaign. I would like to ask Rolly Kiehne, the Director of Member Mobilization and Political Action to come up and do the presentation with regards to that rights-at-work campaign, and everything that has been going on behind the scenes. Rolly Kiehne.

PRESENTATION: RIGHTS AT WORK CAMPAIGN

ROLLY KIEHNE: Thanks very much, Dino. And, with the indulgence of the delegates, I would like to ask Brother Jim McDowell from Local 1285, and Sister Jackie McIntosh from 72M to come and join me on stage. They're two of our rights-at-work campaign organizers. So, if you would please come forward?

So, how many in the room have attended the many Rights at Work leadership meetings that took place across the Province of Ontario? A show of hands. That is terrific.

How many delegates believe that our rights-at-work campaign is important to the survival of the labour movement in Canada? Show of hands.

Are you ready to fight back against the right-wing attack on labour rights? Are you ready to fight back against the right-wing attack on labour rights?

Brothers and sisters, I am going to provide you with the lay of the land and it's gloomy. So, in February, on the heels of the leadership meetings, local unions were sent a letter under Jerry Dias' name, asking the local unions to provide the National Union with the names of the canvass coordinators within their respective local unions that will lead the rights-at-work campaign within the respective workplaces.

So, think about this. 255 local unions, 158,000 members. A letter goes out in February, and today, we have the names of 50 canvass coordinators. We have a lot of work to do.

I want to talk about the membership lists and, again, the importance of the membership lists and our ability to properly target Conservative ridings that were slim win where

we might have capacity in terms of our members. Again, 158,000 members, and I'm being generous when I say that we have the names, addresses, telephone numbers and postal codes of 50,000. We need another 100,000 names, addresses, telephone numbers and postal codes of our members in Ontario to be successful.

When you look at the 305,000 members across the country, in terms of names, addresses, telephone numbers and postal codes, we have probably about 120,000, so less than half. We have a heck of a lot of work to do, sisters and brothers. If we really are serious about defeating the right-wing attack on labour rights, then it is not just going to be the activists in this room, but, indeed, it is going to be our rank-and-file members that join with us in stopping that attack. Don't you agree, sisters and brothers?

So, with respect to that, what we have done in Ontario and we're doing it, indeed, right across the country, is we have brought on four campaign organizers, two of which are with me here this afternoon. And, it will be their sole responsibility to contact local unions, to ask local unions, if they haven't already done so, to provide us with the names of their canvass coordinators and to one more time encourage local unions to provide us with the membership lists.

Can you help us in achieving that? Can you help us in making sure that we get those lists and that we can get those names of those canvass coordinators? Can you help us? Thank you.

So, the canvass coordinators are going to be somewhat pushy and for obviously good reason. And, we are asking over the next weeks, months, hopefully not too many months, that local unions, in fact, take this serious, that the activists in this room talk to their local union leadership about being canvassers in the workplace, so that we can start having those one-on-one conversations with our rank-and-file membership, so that indeed they understand the importance of this fight-back.

Because, sisters and brothers, I don't think we want to be leadership in workplaces where on a monthly basis, we are going to walk around the shop floor, cap in hand, asking our members to pay union dues. I don't like our chances of being successful in doing that. And, what will that mean? I don't think I need to talk about what that will mean, because I know all of us in this room understand what that means.

So, we need to get serious. We need to fight back. We need to fight back hard. And, I know with the support of the people in this room, we will be successful. Thank you very much for your time, and I look forward to the debate on this resolution.

Before we go to the resolution, however, on every table, I provided a campaign leaflet that will go to every single one of our members from coast to coast, as well as a small card that our members will get. It has a sticker that could be used as a screen cleaner.

And, on the back is a QR code that even somebody like Ken Lewenza could use his cell phone, scan the back and it would take him to our national website that talks about our rights-at-work campaign. So, Ken, could you try that, just to demonstrate to everyone how simple it is?

The materials -- we have the materials. Where we have the name of the canvass coordinators, we will be distributing that material hopefully early next week to the local unions for distribution, to the canvass coordinators, and then from the canvass coordinators on to the canvassers within the respective local unions.

I guess that is my report. Katha, if you want to move to the resolution?

RECOMMENDATION NO. 10

KATHA FORTIER: Thank you, Rolly. That was great, getting everybody fired up.

Just before I read the recommendation, in response to the friendly amendment we talked about at the last recommendation, we could certainly do that for every recommendation

that we have before us today.

But, I really do want to make it clear that when we talk about Ontario local unions, we really do mean any stand-alone local unions, or we mean any retirees' chapters, and we really mean to include, of course, now, our community chapters. So, I think if everybody could just understand that that would be the principle? We could add them into all of them, but they're already quite long, just I want everybody to feel included and that we want their support.

This is our rights-at-work campaign. This is Recommendation No. 10.

I recommend that Unifor Ontario locals work in conjunction with the four provincial campaign coordinators to carry out the Rights at Work (RAW) Campaign workplace canvass by:

- a) Responding quickly to organize the workplace canvass by appointing of local union canvass coordinators, forwarding membership lists, mapping workplaces and assigning canvassers to speak with members.
- b) Securing a commitment from the National Executive Board members, Ontario Regional Council Executive members, local union executive board members, stewards and activists for their personal involvement and leadership by example to carry out this priority campaign.
- c) Setting a goal of reaching the vast majority and, hopefully, all of our members
- d) Ensuring progress reports, check-up and problem solving during the campaign.
- e) Using the Rights-at-Work campaign, to not only raise awareness of the threat to trade union rights, but also to re-engage the rank and file and transform our ability to communicate with our membership on an ongoing basis.

DINO CHIODO: Thank you, Katha. Can I have a mover on the recommendation? Moved and seconded. So, if any speakers want to get to the mics? Speaker at mic number 1.

CHRIS TAYLOR: Thanks, Dino. Chris Taylor, President of Unifor Local 200. I am also the Chair of the Political Action Committee.

Katha was right. The Political Action Committee is going to be very, very busy this year. And, unfortunately, every recommendation is going to require some political will. This particular resolution, we cannot let go of.

At our Political Action Committee meeting yesterday, when we canvassed those that were in the room on who had an NDP or a Liberal or a Conservative in their riding, one-third of the room had a Conservative. Some of those are voted for by our members. Our members do support Conservatives in some ridings. That is not something that we can have. It is not something that we can stand for.

It is going to take member-to-member engagement. This campaign does that. If we follow through on what Jerry put out and the commitment that has been put out by the executive to make sure that we touch each and every one of our members, and tell them the importance of the rights-at-work campaign, to ensure -- whether it's Hudak or some other right-wing government that comes in behind him and intends on putting any one of our provinces as a right-to-work province, we need to make sure that our members understand what that means.

We need to make sure that they understand that you can't expect to put right-to-work legislation in place and expect that we're going to function as a union. It won't happen. Our members don't understand that yet. This room gets it. But, we have got to get out there one by one at each member, and until the committee gets the information that is required, we are not going to be able to do that.

So, I encourage the local unions; get your coordinators in place. Get your

member lists in place. We've got to get moving on this. If the election comes up in June, we are behind the 8-ball now. Our members need to understand now what the repercussions are of a Conservative government.

So, please make sure that we're getting on board with this. Make sure that we're getting with the coordinators. This is an extremely important campaign and it is going to lead us in the direction of every other campaign that we have to undertake. Thank you.

TULLIO DiPONTI: Thank you, brother. Mic number 3.

CHRIS BUCKLEY: Chris Buckley, staff. I rise in support of the resolution. And, I think it goes without saying, all the delegates in the room here today will support the resolution. But, it is more than just our support in this Centre today. Chris Taylor just talked about the importance of getting down to our rank and file. I couldn't agree more.

Prior to coming on staff a year ago, I spent ten years as a local union president in the City of Oshawa, where we have seen nothing but devastation, not only in the auto industry, but through manufacturing, in general. And, we put on campaign after campaign. And, you always had the same activists attend your rallies or your fight-backs or your marches. You had the same handful of activists attend a general membership meeting. We can't survive like that any longer, sisters and brothers.

You know, a couple of years ago, we started this process to create the greatest union in Canada and we did that. Last Labour Day weekend, we had our founding convention, and we are Unifor. And, we put Unifor in place to make positive change, not only for unionized workers across the country, but for workers in general.

When you look at the news last night -- and, I know a lot of us don't pay attention to polls until Election Day. But, there is some truth behind it. Tim Hudak is gathering steam. And, I know, in conjunction with the OFL, we have a number of people going across the province and talking at local union halls, and talking at gatherings on how detrimental Tim Hudak will be towards unions.

But, we have to get, sisters and brothers, in every one of our workplaces, for our members to understand the importance of our fight back this time around. And, once we get our members' heads around it, then we have to go outside of our workplace. And, we have to remind our communities what unions bring to every community across this province, across this country, and what we have accomplished.

I know for a fact, there are members and delegates in this auditorium today that are members of bargaining committees that over the last several years there were some pretty tough times, had to make some pretty tough decisions, and stand in front of their members and convince their members to buy into concessions to keep those workplaces open. Those same workplaces are squeezing our committees today, although the company is doing better, for more concessions to keep the doors open.

Can you imagine what happens along with these greedy employers if Tim Hudak gets his own way? That is how we educate our members, sisters and brothers. We remind them what we have been through. There were some pretty tough times over the last decade. We remind them what could have happened and what will happen if Tim Hudak and the Conservative government gets their way.

So, I stand in full support of this resolution. But, again, we get it in this room. We've got to take it back into every one of our workplaces and we have to educate our members as to where we have been, how we got there, where we need to get to and then remind people in our communities, without boasting.

When I was a local president, we had the ability to donate \$200,000.00 a year, thanks to a negotiated Social Justice program; \$200,000.00 a year, to people less fortunate than ourselves throughout our community. And, I know other local unions have the ability to do that as well. I know our National Union has the ability to do that as well.

If Tim Hudak gets his way, all that goes away. And, they will try to educate people that it's about the unions' collective behinds; we're looking out for ourselves. We don't just look out for ourselves. All of us know that. We look out for our members. We look out for those less fortunate, whether they're the unemployed, whether they're the elderly, whether they're the sick and tired. We stand up for workers across the country and we have to fight back against this, and do one of a heck of a job making sure it doesn't happen. Thank you.

DINO CHIODO: Thank you, Buck. Speaker at mic number 1.

DEB TVEIT: Thank you, Dino. Deb Tveit, Assistant to Jerry.

And, certainly the biggest sector that I oversee is health care. And, certainly, we see the need for a campaign like this inside of that sector. And, I say that, because it's a sector that certainly is very fractured when it comes to what most of you in the room would see as a standard union shop, because the majority of people are part-time.

A lot of those part-timers work at more than one workplace, so their initial employment just isn't one place. It will be two and sometimes three different workplaces. The majority of them are women and young women that are taking care of the public, so that they stay alive. So, it's a different type of environment. And, it is very hard to know that membership for any leadership.

So, the fact of the matter that the campaign is going to start touching the hearts and minds of those members is very important. And, none of us need to kid ourselves really. The Conservative mantra is the right to work, whatever the heck that means, because really it means that they want the right to work you to death with no benefits or decent wages.

And so, having rights at work is such an important concept, because people need to know why they have those rights at work, who got them those rights, how that happened, and that people, many generations from us, formed the union in those workplaces, because the majority of the people in this room, I'm sure, didn't organize their workplace.

And, that is a big problem for the labour movement in Canada, not just Unifor. It is a problem for the labour movement as a whole, because you look at the union differently if you had to bring it into your workplace, and if you walk in and 90 days later somebody hands you a contract and says welcome to the union. And, you look at the union completely differently when to get that contract meant some pretty hard slugging.

And, I am sure any Toyota worker will tell you how difficult that process is and how hard that is on them as people, and how it will really energize them once the union is in there. Those workers, those 7,000 workers, could change this union, because they will have a whole different mantra about how they look at the union and how they respect it.

So, this is really, really important. I know the Canadian Labour Congress also has a campaign about speaking with your members and that is really what this is about. We have to get out and talk to our members about really what is happening, because they're bombarded constantly with the right-wing agenda in the press, at different social forums and, certainly, community groups that they belong to.

I am amazed at what kind of agenda the right-wing puts out into different sectors of society, and they think that is just the norm. And, I have talked to many people in my community that have said, "Debbie, what is the problem with somebody paying union dues? Why shouldn't they be able to do that? Why shouldn't they be able to choose?"

And then after you have the conversation with them, explaining why people pay dues, and why the Rand Formula came into place, and why that is so very important to the economy of the whole community, they change their mindset. But, they have been bombarded with this idea that it's like paying taxes. You know, if we told any of our members, you can choose to pay taxes or not, never mind a health care system, I don't think we would have a bus or a school anywhere in the country.

And so, I mean, it's a really important campaign. It's very important. It's going

to be hard slugging. And, I say to people, the people -- and, I know you all have these members that you don't really want to talk to at all. I know you do; right? I know. And, I say those are the ones that we need to talk to first; right?

If I can spend an hour on my doorstep at 6:00 in the morning, explaining this to a Jehovah Witness woman who is 93, then I think we should be able to talk to our hardest core anti-union people in our workplaces about the importance of their dues and why a union is so important to them.

DINO CHIODO: Thank you very much. Speaker at mic number 1.

KEN LEWENZA, JR.: Ken Lewenza, Jr. First, I just want to compliment the National Union, Jerry, the whole entire team that has gone from community to community, inspiring our activist base on how important this particular campaign is. But, I think it's important that we don't actually just identify this as a campaign. I think it's a part of a new and permanent culture that we're trying to introduce not just in our workplaces, but it is in our communities as well.

Rolly, I want to touch on the fact that I really enjoyed the fact that you were actually honest with us as it relates to measurements, because it doesn't make sense that we come here to councils and we clap that we're the greatest in the world, when the reality is we need to do better. Now, I will say this. We are great. We do a wonderful job. But, when you look at those type of measurables, certainly we can do better.

I just want to point to this again, the campaign. Just think about what happened before. I remember in the '90s, when we did our task force. And, again, for the CEP members that were former CEP, we did a task force on politics. And, it was about going out and listening to our members as to what they were concerned about. And, I actually think that this campaign, as it moves forward, we actually have to ask ourselves, what is it that you care about?

So, again, we only have to go back to what happened earlier this morning with health care. There's things, that our members care about that our union might not necessarily be driving at that particular time. Our environment is falling apart. Our public services are falling apart. Schools are falling apart. Democracy is falling apart.

And, we have to believe, just like the Conservatives. And, the Conservatives do this excellent, folks. They find a way, they find the issues that you care about and they build a relationship with you around those issues, and they connect the dots, so that they can go out and organize.

We've got to find out what it is that our members care about, how it is that we can support them. And then we can start organizing and start kicking the butts of Conservatives, not just on one issue, but on 15 to 20 issues.

We sometimes feel overwhelmed that they're coming at us from so many different angles that our members and our communities are actually feeling stressed out. And, we've actually got to provide some reciprocity and give them the same stuff back.

So, again, I want to compliment the union on this. This is not a campaign. This is a new culture.

And, the other point is, we have got to start thinking about who is also talking to our members. I know we have put people through PEL. We have activists. We've got to think of people inside the workplace that have credibility, that are respected in the workplace.

Maybe they're not going to be everyday crazy union activists, but I know that we do have some members that want to play a role in making their union a better place. We need to provide that space, so they're talking to our members and building our union together.

DINO CHIODO: Thank you. Speaker on mic number 3.

KARI JEFFORD: Kari Jefford, President of Local 229.

You know, as a local president, I know the amount of work that we do, and that we have to do, and that we don't get done in a day. But, in our age of technology, we share with the National the memberships' names and some of their contact information each and every time we submit our dues. So, the lists are out there.

It is not much of a stretch to try and get someone to help you gather that information or send it to your national reps or the National, and have them help out as well as putting those into all of those spreadsheets. And, I know that has been overwhelming for some folks.

One thing I hear from my members as the local president is, "The only time we see people coming into the workplace to talk to me is around election time". And, that is what I did here the first time I ran for president.

And, I have been trying to get back and make some time and carve out time to just have those conversations with our membership, our general membership who really do make a difference, and we can't do that just around election time. This is one thing that we all, as leaders, want the time to do. And, it is best to tap into this campaign and really run with it.

I know it is going to take some time and some effort, but we have to identify key people within our locals and our workplaces to help us in that fight. And, the amount of information that we can get for our membership won't just change our union as Unifor, but it will change our communities, our workplaces and our locals, and we can only get better from that.

So, I really encourage you. I have just sent off my coordinator's name to the National, and I have sent another email just to confirm that our names and addresses and spreadsheets, in fact, did go through to the National, the right people. But, it only took me three minutes. I'm sure most of us in this room can handle that task by the end of the day. Thanks.

DINO CHIODO: Good. Speaker at mic number 2.

JIM McDOWELL: Hello. Jim McDowell, Unifor 1285 in Brampton. I am also the UPC Chair and I am also the first Vice-President of the Peel Regional District Labour Council.

Just to show how important this campaign is, I am going to throw out a couple of numbers. The first one is 33 percent. That is where the Conservatives are sitting right now in Ontario. And, the other number is 33 percent, because that is where the Liberals are right now in this province. They're tied.

But, here is the scary part. The Conservatives are on the increase and the Liberals are losing ground steadily. And, why is that? Because people in our communities, our own members, are listening to all the crap the media is putting out there and how bad the Liberals are. And, what they're doing is they're piling onto this propaganda that the Conservatives are putting out about how bad the Liberal government is.

But, the one thing that is really disappointing is we're not hearing in the regular media about what will happen if Hudak and his right-wing get into power, and what will happen to this province, not just to our members, but to our neighbours and to our entire community. What will this province look like in ten years when unions are wiped out?

So, that is something you really have to think about and really start talking to our members about. What will happen to their families? What will happen to their children? What will happen to our communities? What will we look like in ten years? Thank you.

DINO CHIODO: No, thank you. Speaker on mic number 3.

SCOTT McILMOYLE: Scott McIlmoyle, Local 112, Financial Secretary.

A quick personal story, something that took place last November. I got a phone call from my president at that time, Rolly Kiehne who was in negotiations of a contract with Bombardier bargaining committee about discussions with the company of keeping good, decent-paying jobs at our plant, at Bombardier.

Rolly says, "Scotty, there's a tour in DeHavilland." "Who is that?" "Hudak." "No, you've got to be kidding me." He says, "We can't get out of here. We're trying to get an answer from the company. Who brought him in? What is going on?" I said, "Okay." I said, "Well, I'm going to head to the plant."

So, I went down, grabbed the plant chair filling in. We did the manhunt and

had to track him down, because it's a big place. And, we found him. Walked straight over and said hello. Introduced myself, representing 1,800 workers in this plant. And, I said, "Mr. Hudak, you're not welcome. You should leave."

With the advice of my president at the time, he said, "No f-bombs." I kept it clean. And, covered a few things with him on his right to work and driving wages down, because you know what? When the wages get driven down, we're not sending our kids to universities, colleges. We're not buying houses, new cars. We'll be having two and three jobs to scrape it together. And, I told him that's where we're coming from and we're going to fight him tooth and nail.

And, my point is, we've got to get out there. Any time he comes into your community, your workplace, we have to get in this jerk's face. Thank you.

DINO CHIODO: Thank you, Scott. Speaker at mic number 1.

MIKE LOVRIC: How are you doing? Mike Lovric, Vice-President of Local 444.

I just remembered a story that just happened in Windsor area. There was a PC candidate that was interested of going to an election. And, during that right-to-work campaign that Hudak was putting on, this guy was against the right-to-work situation.

So, he made a note of it, tweeted it, put it in his Facebook. And, right away, they fired him as a candidate for the PC in the county. Thank God for that, because we still have a great NDP candidate in the county.

And, another thing is, the audacity of this guy to mention about right to work and trying to create a million jobs. Here is a guy, Marchionne -- you know the story about Chrysler. Marchionne makes the statement that he is looking for some investment at Chrysler in Windsor area and Brampton area. And, he is just mentioning about some money and some loans through the Innovation Fund. It's a loan. It's not a grant.

And, here is Hudak saying, "What, Chrysler is holding us ransom? This is corporate welfare." This would create 40,000 jobs, 9,000 direct jobs plus 9 to 1. 40,000 jobs, and he doesn't care about those jobs. He would rather not help them out. And, it's a loan. They have to repay that loan.

So, here is a guy endorsing the right to work, his right to work, and it's decimating the jobs in Ontario. So, it really ticks me off, and I'm glad there's no PC candidate in Southwestern Ontario. Thank you.

DINO CHIODO: Seeing no other speakers at the mic, I'll call Jerry up.

JERRY DIAS: Look, obviously I'm going to have a lot more to say about this tomorrow, about our campaign and what I think our campaign has already accomplished, and what I think we need yet to accomplish as we head into our provincial election.

But, let me tell you a little story, which I think resonates what it is we need to do as it relates to our own members, because there's no question and Rolly talked about it. We are struggling in a lot of workplaces. There's a lot of reasons why we don't talk to our members. There's a lot of excuses why we don't talk to our members.

They're on different shifts. Their jobs are on the line. They come to work. They hop in a vehicle. They drive. They come back to work. They go home. It's hard to get people to meetings, because of family responsibilities. There's a whole host of reasons that if we want to spend time with, that we don't talk to our members.

Well, let me give you a prime example of a member of the Teamsters that I spoke to. About three weeks ago, I got home on a Friday afternoon, which was fantastic. I called my partner, Leslie, to see where she was. She was in Vancouver. And, so I said, "Well, there's another shot night", but anyway.

So, I stopped in the Ivy Arms, which is my pub in town that I don't see very often. Anyway, I went into the pub and I sat down with two of my friends that I hadn't seen in

months and months and months. Frankly, I haven't seen a lot of people besides you for the last few months and, frankly, that is just the way I prefer it.

Nevertheless, they were sitting with a guy who had a courier shirt on. Purolator, I think it was. Anyway, so I said to him, "What union do you belong to?" And, he says, "I'm with the Teamsters and they're completely useless."

I went, "Oh, really? Why?" He says, "Well, they don't do a darn thing for me. I give them \$70.00 a month and they do absolutely nothing for me."

I said, "I've got a great solution. Great solution." I said, "Don't do it. Don't pay the \$70.00. Quit. Go to a non-union job. Save your \$70.00." I said, "\$70.00 dues? You probably make about \$27.00 an hour; right?" He went, "Yes, pretty close."

I said, "Have you just had your kids' teeth cleaned about two months ago?" He goes, "How in the heck did you know that?"

And, I said, "So, you have choices. Forget the \$27.00 an hour. Forget the benefits. I'll bet you've got a defined benefit pension plan, too; right?" He says, "Yes. How did you know that?"

I said, "Forget the pension, too. Save the \$70.00." I said, "Save the \$70.00. Get out there and get yourself another type of job. What do you think you're going to find?" He goes, "Well, there's not a lot out there."

I said, "Oh, come on. You've got to do better than that. How much do you think you can make?" He says, "Oh, I don't know. If I'm lucky, if I'm listening to my friends, I might get a job making \$15.00 an hour."

I said, "Okay. \$27.00. \$70.00 tax write-off. \$15.00. Do you think that \$15.00-an-hour job will have a pension?" "No."

"What about benefits for your kids, remember, teeth?" "No."

So, then, after he started to go, "Oh, oh." He says, "I guess I'm sounding a little foolish; aren't I?" I said, "I'll let you make that decision."

So, then he says to my friends, "Who is this guy anyway?" And I said, "Oh, we'll explain it after he leaves. He's probably not going to hang around for a little while."

The point that I'm trying to make is our members know what they have got. They know what they have got. Sometimes, they just need to be reminded, because when we give our members the option -- and, I'm not suggesting you should be as crass as I was. I was trying to make a point. He was a Teamster, so I figured he couldn't vote for me at the next convention.

But, the reality is, that when you deal with people straight up, when we deal with our members straight up -- people just want to be dealt with in a candid and straight-up fashion. And, that's what really this is about. You know what this is? This is a grassroots campaign to take back our movement. And, we're going to build a stronger movement here in Canada when we organize ourselves. And, I'm talking about this as I'm meeting across the country.

We can do this. There is no question in my mind we can do this and we are making some inroads. But, we do this one step at a time. So, how do we turn this into a stronger system? How do we make a stronger socialist country? Because Canadians, by the way, are inherently socialist. They're not Conservative. So, how do we do this? We do it one person at a time. That is why this campaign is important.

Because you know what happens if we can get to our 300,000 members? They talk to their 300,000 or 250,000 partners. They talk to their neighbours. They talk to their children. And, they talk to, they talk to, they talk to, they talk to. And so, that is how we do this.

So, we build a stronger union when our members love their union. We will have difficulty organizing Toyota or anywhere else where a Toyota worker goes to a Unifor worker that is their neighbour and they say, "What do think of your union?" If they say, "I don't like my union", then that hurts us.

This campaign is about us. It is about building Unifor. It is about building the

movement. It is about Unifor taking its rightful place in the politics of Canada. And, we take our rightful place in the politics of Canada when we have a strong trade union movement. And, the strong trade union movement starts in this room here and it starts with this campaign. So, let's get this done, please.

DINO CHIODO: Okay. So, dealing with the recommendation, no speakers at the mics.

All those in favour?
(favouring votes shown)

Down.

Opposed, if any?
(opposing votes shown)

Carried. **CARRIED**

Once again, thank you very much for passing that unanimously.

So, if I can, I know it's on your agenda -- and, we're a little bit ahead of schedule. There's a Day of Mourning ceremony. I believe Sari Sairanen -- is she here? Sari? Perfect. Thank you.

So, we're a little bit ahead of schedule, like I said. There will be a Recommendation No. 2 that we will be looking at after the Day of Mourning ceremony. But, at the same time, what we will be doing after that, just to get through the full agenda by tomorrow afternoon, is to make sure we debate the national and area staff reports.

So, after we're done Recommendation No. 2, if anybody has already gone through it and looked at the documentation, we will open up and have a motion to accept those reports. And, from that, if anybody wants to speak at the mikes at that time, will be able to.

DAY OF MOURNING CEREMONY

SCOTT McILMOYLE: I think they know I'm not Sari. Scott McIlmoyle, Local 112, Chair of the Health, Safety and Environment/Workers Comp Committee.

April 28th, our National Day of Mourning. Remember the dead; fight for the living. The slogan for the Day of Mourning reflects the need to remember those who lost their lives, but also contains a strong reminder of the need to press for improvements in health and safety in our workplaces, ensuring that workers are protected from workplace hazards, needless death, serious injury and illness.

As of today, I am pleased to report we have not had any Unifor members in Ontario that have been killed on the job, which is great news, which is great news this year so far.

But, as a reality check, last year in Ontario as a whole, 2013, we had 243 people killed in Ontario alone on the job; far too many. And, unfortunately, in Alberta, in this year, 2014, we've had two brothers from Local 707A that have died on the job. We had Shane Day, 27 years old; Jerry Cooper, 41 years old. So, for those and others that we have lost, we commit to keeping up the fight.

I would like to ask you to stand now as we bring our wreaths in, and as we take one minute to remember those that have been killed or injured on the job during this time.

--- Moment of Silence

SCOTT MCILMOYLE: Thank you. We have out in the lobby a Health and Safety table and Environment on behalf of the committee all set up. There is a lot of literature out there. We ask you to stop off, take a moment, pick up some literature, give us your feedback. There was also a list of sign-up we talked about earlier, about getting a network going out there. There is also the new Day of Mourning pins, brand-new Unifor for this year.

So, we're asking you to stop by the table to get a pin. And, we're asking for a

donation for Steps of Life, which is a campaign that is done and driven through Unifor. We have got, I believe, seven or eight people next weekend in the Steps for Life campaign. So, we would ask you to stop off there and put a small donation in.

Moving forward here, we have a small video, a short video. And, I want to speak about the Bangladesh tragedy, April 24, 2013, one year ago. The deadly collapse in Rana Plaza in Bangladesh showed the world the true cost of fast and cheap fashion. At least 1,138 people were killed that day. Over another 2,000 injured. We have got a six-minute video presentation to show with regards to this tragedy.

--- Whereupon a video is played

SARI SAIRANEN: This video was produced by the OSHE Foundation. And, you saw in the video, the executive director, Ripon Chowdhury, who is a dear friend of our organization, and we have done lots of work with him, especially in the ship-breaking industry, which is another tragic industry that the Social Justice Fund has been involved in.

And, that was the reason why I was in Bangladesh last year. I was there around the 3rd of May. And, of course, the tragic disaster happened on the 24th of April, so I did have an opportunity to spend some time with the injured workers. And, I have to tell you, it was horrific.

The hospital that they took me to visit some of the injured workers, the hospital room was about the size of this auditorium. There was no privacy. Men and women were in that room together. And, there was one bed after the other. And, the family members were there looking after the injured.

And, the injured, the majority -- and, I can't remember how many beds would have been in this sort of area. Let's say there were about 100 beds in there. There were only three men. The rest were young women, young women who had multiple amputations. One young woman had her left leg below the knee amputated, her right hand amputated. What kind of life will you have once you recover?

And, there is no infrastructure to help such horrific disabilities. Even getting crutches or prosthetics, the hospital, the health care system, does not provide that. That is provided by you as the individual. And, as you exited the hospital along the roadside, that is where you had these kiosks where you could buy bed pans, where you could buy crutches, canes, any kind of ambulatory devices to help you cope with the disability that you were facing.

And, of course, the hospital system was quite horrific. Going into this hospital room, it was very hot. It was 50 degrees there. There was no air-conditioning. There were no fans. The windows were half the size that we have here. And, of course, the windows were open. And, the air circulation, there was no air circulation. It was just dead air in there.

And, many of the bandages that had been removed and fresh ones put on, the dirty ones with the dried blood was just left on the side of the bed. So, the stench in the room was quite horrific.

And, you had these young women there. And, when you looked them in the eyes, it was vacant. There was not even pain. There was nothing. It was just a blank window that you looked into.

So, I went bed by bed, touching each one of them. And, there was one young family. The mother had both of her legs amputated. She had a young son. The father had passed away in the accident. And, the mother was there, the grandmother of the young son. And, the young son was really oblivious to what was going around her, or around him and his mother. He was lying beside her, tickling her and she was tickling him back. And, I could see just by the interaction that it was a really tight-knit family.

But, when you think as women in Bangladesh, first of all, you're a third-class

citizen. Here, she had a job that was allowing her family to have some forms of comfort and raise the quality of life. Now, that is taken away from her. Her husband has been taken away from her. She has a young son to support. There is no infrastructure. There is no social infrastructure at all to help these workers.

And then you hear in the media of how many of these garment factories -- their customers, North American-based and European-based customers, are saying, "Well, we really didn't know that they were using a third party. We went to Mr. X to have our garments produced, and Mr. X is the one who then went down the supply chain to get a better price for himself. So, we have no jurisdiction or we feel that we have no obligation at all to provide compensation for these workers, because we weren't having a relationship with this particular factory".

So, those are the kinds of discussions now that are taking place a year after. And, I can just imagine what our two Executive Board members are thinking who are attending the events in Bangladesh, commemorating this horrific disaster that happened, and looking at what has really taken place since then. What has been changed in the system as well as what has the ILO and all the other IMF organizations been able to pressure the government?

And, we see that here in a very, we believe, organized enforcement structure, what happens when we call enforcement to come into workplaces. Imagine in Bangladesh where really there is no enforcement and even though there are inspectors and how that is set up.

So, what you can do is certainly help the workers in Bangladesh, help the women in Bangladesh continue working in the garment trade, because it is an important form for them to elevate themselves, not only in their families as equal breadwinners, but also in society, to be recognized that they do have an important role to play in society.

There is a petition that is at the Health and Safety booth, and it is a petition to the House of Commons in Parliament. And, we are asking the undersigned citizens of Canada call upon the Government of Canada to endorse the accord on fire and building safety in Bangladesh, and encourage Canadian companies that manufacture in Bangladesh to become signatories to this accord.

And, the accord they're talking about is the accord that was developed by many organizations and has been signed by a number of different companies, who utilize the garment industry in Bangladesh, is looking at having decent working conditions.

And, as you saw the working conditions there, those are some of the really good factories. Imagine the ones that are not, of how tight you are in the space that is provided to you, the break conditions, the hours of work that you have, the piecemeal, the pace of work that you have. It is really horrific. Yet, it's one form that is available to the women, to elevate themselves out of poverty and to help their families as well.

So, this video is a commemoration, and it's a thank you from the OSHE Foundation to us. They had hoped to be at council, because they will be participating in the globalization workshop that is coming to Port Elgin next week, as well as the CLC Convention. They had hoped to be here this weekend to be in person thanking you.

However, with the Canadian delegation being there, they felt it's best to be the host on the ground floor with our two members from the NEB, Ruth Price, as well as Randy Kitt, but also with the other politicians from the Canadian government and the other parties who are there. So, they do want to thank you. And, we can help them by signing this petition and certainly being very conscious of, as consumers, what we purchase.

I went through my closet to look at a number of products that I have and how many come from Bangladesh. I'm surprised how many T-shirts come from Bangladesh, how many shirts, how many pants. It's, as you heard in the video, 80 percent of the exports. It is a big chunk of what helps to propel that industry forward and that country forward.

So, we cannot look at boycotting what they do, but we can certainly put

pressures on the companies that utilize their labour and their loose health and safety regulations to produce those goods.

Thank you very much for participating in our 2014 Day of Mourning commemoration. As mentioned before, we have our new Day of Mourning Unifor pins that are available at the Health and Safety booth. I do hope you participate in helping us get funds for the Steps of Life.

That's the Threads of Life organization, and it is an organization that was established, unfortunately, to meet the demands of families who have been through horrific workplace accidents that have resulted in fatalities or in disabling injuries. And, what the organization does, it provides peer support. It provides another family that has gone through what you have gone through; to help you deal with the changes in life that unfortunately, have to take place.

As an organization, we have been partnering with Threads of Life. And, Steps of Life is their arm of getting monies into the coffers to help with counselling provisions that they have as well as retreats that they have for the families. So, families come together and have an opportunity of personal growth, as well as companionship and solidarity with fellow family members.

So, thank you very much. And, celebrate Day of Mourning on Monday, April 28th. Thank you.

RECOMMENDATION NO. 2

KATHA FORTIER: Thanks, Sari and Scott, for that great presentation and for reminding us all how lucky we are to come home alive from work every day.

We are going to go to Recommendation No. 2 on the National Day of Mourning.

I recommend, in recognition of our historic support and activism in observing April 28th as our National Day of Mourning, honouring those that are killed or injured on the job that we reinforce our commitment to workplace safety in Canada and abroad.

In Canada, at a time where employers are looking to hire students and younger workers, in many circumstances without providing appropriate health and safety training, our special emphasis is needed.

I further recommend all local unions notify the Unifor president's office immediately when a fatality or critical injury takes place in a Unifor workplace.

I further recommend that Unifor Ontario locals mark April 28th, the Day of Mourning, by commemorating the first anniversary of the Rana Plaza garment factory collapse. The nine-storey factory complex, where dozens of Western retailers were making clothing, collapsed April 24th last year, killing 1,138 people and injuring more than 2,000.

I recommend that local unions distribute information to members and use their websites and social medial tools to remember this disaster, which highlights the exploitation and neglect in the global garment industry. Information and resources, including online solidarity actions, can be found at:

<http://www.industrialunion.org/>

<http://www.en.maquilasolidarity.org/node/1181>

DINO CHIODO: Okay. Thank you, Katha. Can I have a mover on the motion? Moved. Seconder? Seconded. Thank you very much. And, I will take the speaker starting at mic number 1.

SUSAN MARKUS: Susan Markus, Unifor Local 1859 President, and part of the Health, Safety, Environment, Compensation Committee.

On January 29, 2013, our workplace had the dubious distinction to have the first fatality that then was CAW. We lost a member. We lost a co-worker, Rafael Figueros. His wife sent him off to work that morning, and a few short hours later, the police were knocking on her door, rushing her to the hospital to say good-bye to her husband. Marilyn, she lost her husband; Jonathan lost a father.

As a result of this tragedy, the employer this past January did receive charges, four counts under the *Occupation Health and Safety Act*. Now, it is in the courts to debate what charge is going to stick, basically what the employer is going to agree to plead guilty on. So, a year later, they're still having to re-live the tragedy that took their family member.

Luckily, there is that organization, the Threads of Life. They provide the support for the family members going through those battles.

So, I want to just make note. There is a walk all across the country. The Steps of Life is happening a weekend in May. May 3rd, we're having it in Toronto and there is a Unifor team in Toronto. May 4th, I am heading a Unifor Local 1859 team in the London walk. So, I have got sponsor sheets, so please sponsor, because this important group of individuals works strictly on the volunteers and the money raised from most funds.

And, at the end, I just want to make sure it's important. I rise in support of this recommendation that we would commit our efforts in trying to end workplace tragedies that are occurring on a daily basis across this country. Thank you.

DINO CHIODO: Thank you. Speaker on mic number 2.

KEN BONDY: Thanks, Dino. Ken Bondy, national coordinator, Health, Safety, Environment. I stand in recognition and support of this resolution.

And, first of all, I want to say thank you to the issue you have heard, both Scotty, Sari and now Susan talk about, the Threads of Life. This is an incredibly important organization. Typically, in the past, we would have a speaker from that organization give a presentation here speaking about very personal connections to workplace tragedies, either severe, critical injury or fatality.

And, as workers, we all relate. We all relate that when we go to work, it doesn't matter what sector you're in, there are specific dangers, everything from physical dangers to workplace violence that we have to deal with. And, when those presentations were given, you could hear a pin drop in this room, because we understand the sorrow and the pain that those people are feeling.

And, the reason why so many of us have already raised Steps of Life is because it's an incredible organization. There's no other one like it anywhere in the world. And, it is an organization that nobody ever wants to be a part of. But, for the cost that those families have paid, I do believe that our donations are a small payment that we can make to support those issues.

The second thing I just wanted to raise is that we always, in Health and Safety, hope that one day we can stand up at the Day of Mourning and not report one single loss of life that has occurred in our membership or any working Canadian. But, here we are in 2014 and that is still not the case.

And, there is a reason for that, brothers and sisters. There is an old saying in the health and safety world that the pages of health and safety legislation are stained with the blood of workers. And, that is, unfortunately, too true, because the only time that we are able to get change in legislation to protect workers is as a result of a tragedy in the workplace.

And then when workers rise up in anger and say that something must be done, then sometimes the politicians, the people that are supposed to represent us, move to make amends for those issues, because the reality is, is that although we look at those pages of legislation and understand that they're stained with the blood of workers, employers look at those pages and

they see the colour of green money.

And, that is what happened at the federal level just recently where the amount of support and the legislation to protect the workers at the federal level was clawed back by the Harper government. And, despite the fact that we are here at Ontario Council, we know that we do have workers in this room that fall under federal legislation, and you know what I'm talking about, to change the word of danger to say imminent danger.

What is imminent danger, we scoff at these law-makers? Is that just before a concrete brick hits you in the head and kills you? Or does that mean now occupational disease that so many of our members suffer through, instead of being able to enjoy the pensions that we fought for at the bargaining table?

Because as we all know, cancers and other diseases that affect workers exposed to occupational hazards is not imminent. It takes years for those hazards to have effect on our bodies.

What does that mean now to workers when they know that they're being exposed to a hazard that is going to cause to them, a chemical, but they're not allowed to refuse to work and have that investigated?

And, finally, of course, the problem with that is, is that whatever happens at the federal level under the Harper government is coming to a province near you. And, we have talked a lot about it already. Everybody knows the agenda that Hudak has. And, he would love to put that similar legislation into power here and say to heck with the workers' rights. Now, the employers have more rights to make you do more difficult and dangerous jobs without that pesky right to refuse unsafe work.

So, I want to stand here today and just, again, emphasize the importance of the Day of Mourning and the importance of what that means to us as working people, and ask you to support our prevent cancer campaign, support groups like the Threads of Life, and go to work safe, be safe and enjoy your life. Thank you.

DINO CHIODO: Speaker on mic number 3.

JAMIE WRIGHT: Sisters and brothers, Jamie Wright, Local 88 and also co-chair of the Health and Safety, Environment and Compensation Committee here at council.

243 workers were killed last year. Think about that number, 243. Does anybody know what the number was last year, the year before that? 240. The year before that, 250. I don't know if you don't see a trend there, but I certainly do.

Nothing is changing when we look at Health and Safety in the workplaces. And, yes, we do some darn good work in the workplaces, so that number isn't that much exponentially higher, but still, are we doing enough? Something we've got to ask ourselves.

As we stand here today, there are six companies that are in court right now. You heard Susan talk about her workplace, and there's five others that are being charged right now for killing workers in the workplace.

And, I can probably stand here today and guess what the penalty is going to be. It is going to be anywhere from a \$70,000.00 to \$125,000.00 penalty. And that is what they have put as the price of a worker in this Province of Ontario. Last year, it was 21 companies were prosecuted.

And, keep in mind, when we talk about prosecutions, they're prosecuted under provincial legislation, which really is nothing more than a speeding ticket, if you think about it. It is just more expensive.

Do we have the tools to charge these companies and these directors with criminal charges? Absolutely, we do. Bill C-45 was legislated probably about ten years ago. How many CEO's or how many company representatives have gone to jail because of this legislation? None, not one. One almost made it, but he plea bargained his way out of it, and that was in Quebec -- in Toronto, I should say.

There is another company in London. It was just in the papers, just recently. Last summer, a 21-year-old summer student was working on a job and he was electrocuted. They, too, are now going to be facing a court this year. They've just laid the charges.

And, once again, we look at what solitude does the family get? They don't even get any of this fine money that the companies have to pay out. So, you can just imagine the tragedy and everything that they have to go through.

In the resolution, it talks about young workers. Young workers are four times more likely to be hurt or killed on the job within the first four weeks of employment. And, we know what we look at today; a lot of our kids are heading off to school, and we're going to insist that they get summer jobs to help pay for that.

So, when you go home today or tomorrow or Sunday, have a discussion with your young kids. Talk about health and safety. Make sure you tell them that if your employer doesn't follow health and safety rules, you expect them to walk off the job and come home and we'll deal with that. We'll call the Ministry of Labour. We'll do whatever we have to do, because no job is worth the life of your son or your daughter.

We had our second meeting at the ORC Health and Safety, Compensation, and Environment Committee yesterday. And, one of the issues that we talked about, we passed one of our first motions, is that -- and, we had some good discussions on Unifor, and our committee being a force to be reckoned with within the Province of Ontario.

So, on May 13th, I will be attending the Mine Review, because of the fatalities and the dangers within the mining sector. Vale just had suffered another fatality about three weeks ago. And, two years ago, they killed two other workers, which they received a million dollar fine for. Again, nobody went to jail. So, we are going to be participating in that.

Dave Stewart is already, in the Mine Mills, he has already done a presentation up in Sudbury. And, it is our intention to make sure we have good representation at each and every one of these. Every time they call for consultation, we plan to be there, and we plan to get our voice across until we get that number from 243 workers killed down to zero.

So, on Monday, April 28th, the Day of Mourning, if you go to the Workers Health and Safety Centre website, there's links there that will tell you where the ceremonies are. And, again, we have to start showing up. We've got to start making ourselves present at these and sending a message.

Because if Hudak gets elected, you can -- I don't want to even think what he is going to do to health and safety; right? We can't allow that to happen. We have got to send a clear message that we're here, we're not going away and we're going to fight for the living and mourn for the dead. Thank you very much.

DINO CHIODO: Speaker on mic number 1.

BRUCE ALLEN: Bruce Allen, Local 199. With respect to injuries and fatalities in the workplace, the first thing people look at are the statistics, but that is a mistake. The statistics do not adequately reflect what is going on. The statistics are based upon the records of the Workplace Safety and Insurance Board. And, the Workplace Safety and Insurance Board is completely failing in its ostensible mission of helping to realize safer workplaces in this province.

The reason that is happening is because these statistics do not adequately reflect the carnage that is going on. A recent report was released that estimated that at least 20 percent of the injuries which take place in workplaces in Ontario do not result in claims being filed, primarily because either the worker is afraid to file a claim, or the employer is actively discouraging the worker from filing a claim.

Another part of the problem, in terms of the statistics, is that the WSIB is changing its policies. And, in fact, what is really taking place is the WSIB, by shifting its policies, is effectively rewriting the Workers Compensation legislation in the province by administrative means, making it much harder to get claims allowed, and even more so, much harder to maintain

entitlement after a claim has been allowed, because they blame any ongoing problems increasingly on age-related degenerative changes, as if the injury had never happened.

Now, what's the significance of this, with respect to occupational health and safety? The significance is that if these policies suppress the number of claims, suppress the evidence of how serious the injuries are, then, in effect, they are creating a wrong and deceptive picture of the real state of occupational health and safety in this province.

And, that means the WSIB is facilitating a worsening of the situation with respect to injuries and fatalities in the workplace. What the WSIB is doing to injured workers and the effect of it, in terms of contributing to the problem of injuries and deaths in the workplace, what it is doing is criminal.

And, people really need to make the fight against what the WSIB is doing an integral part of the broader fight for safe and healthy workplaces. That absolutely must be understood, because as I indicated, the statistics it provides are the measure by which workplaces in this province are judged in terms of whether they're safe or not, and those statistics are not accurate.

So, I would ask you to keep that in mind in addressing this situation. And, I would even encourage you to make an issue of this at Day of Mourning ceremonies when the media is there, because there is no attention being paid in the public to what is taking place, in terms of what the WSIB is doing and the consequences of its actions.

And, I can say a lot more about this. I won't. But, I would encourage you to go to the Local 199 website. I wrote a letter to Kathleen Wynne outlining this whole phenomenon and the significance of what I am saying in much more detail, and you can read it there. Thank you.

DINO CHIODO: Thank you. Speaker on mic number 2.

GERRY LOGAN: Thanks, Brother Chair. Gerry Logan, Local 444 out of Windsor. I rise in full support of this very important recommendation.

As far as Bangladesh, I read in the Toronto Star yesterday, the families of the dead are being compensated with \$700.00. This is a disgrace. \$700.00 to lose a father, a son, a brother, whomever. I am really outraged. This article also stated several major companies have put nothing into the fund.

So, I think we should maybe go a little further and make it well known to our members and the general public who these companies are that have offered no compensation. And, maybe if we make enough noise and show how heartless these companies are to the public, just maybe they will offer some just compensation to these families. Thanks.

DINO CHIODO: Thank you. Speaker on mic number 3.

SHERI LAEKEMAN: Thank you, brother. My name is Sheri Laekeman. I rise in support of this resolution. I represent the workers at Local 4212, members of the St. Lawrence Seaway, Welland Canal and the Cornwall office staff.

I just wanted to point out a couple of things that I have learned over the last couple of days. I am quite proud of this union. The number of women that are represented here is absolutely amazing. I appreciate both the national and the regional's efforts in that area.

With regards to the Bangladesh issue, most of those people were women. And, I don't know if this has been mentioned yet, but the thing that astounded me was that they were locked inside the building. God forbid we go back to those days here on this continent. I can't imagine it, but 30 years ago, I couldn't imagine dealing with some of the things that we're dealing with today in the workplace. I just thought that's over there. That will never happen to us here in Canada.

On that, I would just like to take a point of information. With April 28th fast approaching, I want to take you back in time to 1913, when construction began on this most recent of four Welland Canals. I currently am the president of the members of the Welland Canal in Niagara.

There is something called the Welland Canal Fallen Workers Memorial that is after 100 years -- well, 100 years since the first death of the first employee -- they are finally getting around to erecting a monument. So, if you can just indulge me for a minute, I will give you a few details.

The first death occurred in 1914 when a construction work, George Robinson, died at the age of 21. Seven other men would also die that year, ages 18 to 55. While the canal took almost 20 years to build, it is still an engineering marvel to this day, and it took 130-plus lives.

Sisters and brothers, that is, on average, one worker killed every two months. Now, that doesn't necessarily completely compare to what happened in Bangladesh, but it was right here in our backyard. The average age of those workers was 35 years. They all died a horrific death. They were crushed, drowned, electrocuted, buried alive, et cetera.

These people were from all ethnic backgrounds. They built our country. The largest percent were Italian at 16 percent. People from England, Scotland, Ireland, Russia and all parts of Europe died building our canal.

Sisters and brothers, never in Canada's history was there so many workers who fell during the construction of a public project. Even the Hoover Dam that was built around that same time didn't experience that much loss.

That is why I stand before you today, just asking for your support. We have got a table set up outside in the foyer looking for some support. We have got a donation box there. And, to bring your attention to not only the Welland Canal of the past, but also of the present.

We're a federally-regulated workplace. I don't need to say much more. And, we are in bargaining. Stop by our table just outside and get re-acquainted with the real Canadian labour legacy that is right here in Ontario.

Since 1932, we have lost five workers, which were members of our local. The last fatalities were in 1988 when two divers were lost during our de-watering program. On April 28th, we are having a special ceremony honouring all the fallen workers on this, the centennial of the first worker killed. Thank you. And, I appreciate your leadership.

DINO CHIODO: Thank you, sister. Good job. Speaker on mic number 1.

ROB LINDSAY: Thank you, Dino. My name is Rob Lindsay. I'm a Health and Safety Rep in the Windsor Assembly Plant. I am a member of Local 444, and I am standing up to speak in support of this recommendation, and also to ask everyone to come out on the 28th.

At the Health and Safety table outside this room, there is a list of all the celebrations that will be had on the 28th, to honour those that have died. And, it is important that we as workers show up at these events. Families come to these events year after year, to honour their parents, their children and the people that have died and have changed our workplace because of their death.

And, they're looking for support from the community that lets them know that their child, their father, their husband, their brother, sister, mother, aunt, has not died in vain, and that that person has changed the workplace for the rest of us. And, in showing up every 28th, you support those families and you change their lives. And, if you go to these events, you will get such a great feeling from being there in support of these families.

A friend of mine from Toronto didn't know about the 28th. He wasn't part of a unionized workplace. He was in management. He was a buyer. His father died when his garment got caught in a machine, pulled him into the machine and choked him and killed him. He didn't know about the 28th. But, through me, he knew now that we have these types of celebrations.

And, we honoured him one year, and it brought closure to him that this was being done every year. And, he knows that on the 28th of April, I will be there in support of him, in Windsor, and that has changed his life. Get out there. Find out where it is in your community, and be here on the 28th to support these families. Thank you.

DINO CHIODO: Speaker on Mic 2.

EMIL MESIC: Good afternoon. Emil Mesic, Unifor Local 707. I am the Health and Safety rep at the Ford plant in Oakville, and also a member of the Health and Safety, Environment, and Compensation Committee.

April 28th is a Day of Mourning. I stand in favour of the recommendation. But, on April 28th, remember all the fallen workers. Remember those killed on the job. We remember the dead, but we fight for the living, and that is my point in this quick conversation.

We are going to fight for future generations. It is our job to make sure that people that are working today don't get sick and die from industrial diseases like many of our forefathers have in the next 20 years, because of latency periods. So, we have got to remember that industrial disease is a major killer and a major reason that people die in Ontario and across Canada and, for that matter, across the world.

So, on April 28th, remember the dead and we will fight for the living. But, on April 29th, we have to start all over again. We just can't keep waiting for the next year to come by and start again remembering the dead and fight for the living. On April 29th, we've got to fight for the living.

We've got to re-look at our own Health and Safety programs, sometimes blow the dust off of them. Take a look and say, what is going on in this? We need to change. We need to shake things up. So, maybe sometimes no news is not no news. You have to scratch dust off.

You have to talk to your members. You have to ask your members, do you have any health and safety issues? Sometimes people don't say what their problems are until you ask them. But, once you ask them, you could be opening up a Pandora's box, and it's a good box to open. You need to find out what your members are thinking and the safety issues that they have, because if you don't, you'll never know. You have to ask the questions. And, you look at it from a very simple way.

Sometimes, we all know about these jobs in our own facilities that "I wouldn't want to do that job" or "I wouldn't want my son to do that job," et cetera. Those are the jobs you have to fight for. Those are the jobs you have to go and try and change. And, change takes a lot of effort, it takes a lot of time, and it takes a commitment. So, on April 29th, I hope we all recommit to making safety a priority in our workplaces. Thanks.

DINO CHIODO: Thank you. Speaker on mic number 3.

DAVE STEWART: My name is Dave Stewart, Mine Mill 598, Unifor, Sudbury, third-generation miner. I rise in full support of this recommendation.

But, I have to tell you, I am a little saddened standing before you today. In the mining industry today, we are conducting, as Jamie said a while ago, a mining review. We had started the review, and lo and behold, on April 2nd of this year, we had another fatality at our sister mine at Vale.

Now, to tell you, I'll be very sincere. The mining industry, the guys that get up each and every day, and work shift work, and go down 5,000, 6,000, up to 10,000 feet underground to earn a living, we're a pretty tight-knit group. And, when one of us falls, it really, really touches us. I don't care where you are, where you live globally, it's very hard. It gets you right here.

Unfortunately, another fatality two years back. There was two other fatalities. Like Jamie said, a million-dollar fine for a company, a corporation who makes make billions of dollars. Nobody goes to jail.

This individual here on April 2nd, the family probably lived less than eight kilometres away. Their kids attended the same school my grandkids attend. They're without a father today. And, their partner, who thought when he woke from his accident, thought he was in a car accident, and his wife, eight months pregnant, and I don't even think he remembered that.

One thing I would like you to all take back when you go back to your workplaces is to try to develop enough courage in your workplace and stop and correct when you

see anything in your workplace that is just not normal. Training, far and foremost, is up there, but like I said, it needs to be addressed. It needs to be addressed. You need to stop and correct. It can't go on.

We talk about a couple of stats. We talk about the amount of injuries out there. It's unacceptable. We talk about fatalities. Well, let's talk about the amount of injuries each and every year, and people, and time off, and months off work recuperating from an injury. It's unacceptable.

I will tell you, at my mine, at Nickel Rim Salt, I'm very proud to be the recipient of the John T. Ryan Award this year for 2013. But, that is also kind of hypocritical, in my eyes. I tell my guys, it was for their good decision-making and their decisions at the face that make it a safe, safe work year.

What I am getting at, we also had 40 to 60 Ministry of Labour orders that came along with it and we are also in appeals. So, it's a little bit of, you know, how well do we receive this John T. Ryan Award? A little bit of a shake-up and that's why we're having the mining review. And, I really hope there's going to be some big changes.

I thank Unifor and the Health and Safety Committee for stepping up with Jamie. We'll be making a presentation on May 13th in London. I hope to be there. I hope the salt mines are also going to participate. I have been in contact with Windsor and Goderich.

It is very important that you have a say. And, for any of you that are here in the room today, whether your grandfathers, your fathers, anybody that was involved in the mines, and you have anything to say about mining and the safety of mining, if you want to participate through the MOL website, there is an opportunity for you to give your say.

So, we will be reporting back to council once this mining review -- and, hopefully, there's going to be some good recommendations. And, please be safe, have courage and stop work, if necessary. Thank you.

DINO CHIODO: Thank you. Speaker on mic 1.

DUNCAN BROWN: Good afternoon, brothers and sisters. Duncan Brown, Director of Strategic Organizing.

I would like to speak briefly about what has happened as a result over the last year of the deadly events at the Rana Plaza in Bangladesh. Part of April 28th is about fighting for the living, as the brother previously said on the microphone. And, in response to that, we saw an incredible, very well-organized and very effective international campaign, led in no small part by the labour movement around the world to prevent tragedies like that from happening again.

Two of our global unions, which Unifor is affiliated with, IndustriALL and UNI Global Union, worked together with other social justice organizations, Clean Clothes campaign, Maquila Solidarity Network here in Canada, which both of our former unions supported and do support, and the International Labour Organization, and they went after the global supply chains.

They went after the factories and they went after the major brands, and they brought them together and they forced them, through an international campaign, to sit down and negotiate this accord. The accord doesn't just provide compensation, however meagre it is, for the victims of that disaster, but also provides a mechanism going forward to prevent this from happening again, hopefully, in the future.

It provides for safety measures for building construction and for fire safety. It provides -- and this is important. It provides for independent monitoring. And, part of that fund provides for restoring the buildings or fixing the buildings as a result of these investigations to make sure they can prevent similar disasters.

Many, many of the major brands have stepped up and signed this legally-binding accord, and have put money into the funds for these investigations and for these restorations. Two of the global brands that haven't done it are that evil psychopathic corporation, Walmart, and The Gap and Benetton.

And, the reason they haven't done it is not the money. It is because of the independent investigations and the binding nature of their investigation results. And, that is what they differ from it. And, they have set up their own voluntary accord.

So, I think, when we remember this and as we go forward on April 29th and forward, when our colleagues talk to us about why is our union involved in international solidary work when we have enough problems here at home, this is the reason we are. It is this kind of practical global solidarity, the things we stand for here in Canada, we can fight for on a global basis.

And, the global labour organizations are proving that we can do this and we can achieve results. And, that is something we should all be proud of, and proud of our union for standing up and working in those areas and supporting organizations that do that.

And, secondly, when we're trying to convince our friends and our families and our colleagues to not shop at Walmart, like we always are, and not shop at The Gap, this is another thing we can tell them. They will not participate in this accord, because they don't want to have anybody telling them what they can do in those factories in Bangladesh. Thank you, brothers and sisters, for your time.

DINO CHIODO: Thank you. Speaker on mic number 3.

WENDELL JOHNSTON: Wendell Johnston, Local 636, Plant Chair of the General Motors parts warehouse. I stand in favour of this recommendation.

And, I think it's important that some of the stories need to be told. The story I am going to tell is not my own, but it is of a previous plant chair of my plant, Sandra Ross, no stranger to the union movement, no stranger to Port Elgin, a long-time DL advocate for employment equity, a very strong union leader, experienced what we all would never want to face and that is the death of a loved one.

She retired roughly three years ago, looking forward to retirement, looking forward to spending time on the East Coast with her son who is out there working the trades. Unfortunately, it wasn't long after her retirement that she got a phone call. Her son was killed in the early morning, Monday morning, in an industrial accident. He was doing work for Pepsi Cola at a bottling plant on the East Coast.

She can longer look at the symbol of Pepsi as a sign of refreshment. To her, it's a sign of sorrow, a sign of deep loss. She sees it wherever she goes now. Well, it's a reminder to her of her son. She never had a chance to say good-bye to him. The family now is left with very little support, and it's a tragic story. I really feel sorry for her. I was really close to her. I worked closely with her in the plant.

There was a co-worker involved in that incident, and this is how these things get spun onto the worker and not the corporation, the company. Through the legislation on the East Coast, the co-worker that was working with her son, after about a year of litigation, was fined \$3,000.00. He was given 30 days to pay.

This older man has not been unable to work since the date of the accident. He is psychologically a wreck. It weighs heavy on his mind that this young apprentice that he was working with was killed under his care. But, the province was so heartless. The courts were so heartless, that they fined him \$3,000.00.

Before Pepsi was ordered to pay, this more senior worker had to try to find \$3,000.00. He hasn't been able to work yet. I talked to Sandra Ross maybe a month ago. The man still isn't at work. And, they're not sure how he is going to be able to pay that \$3,000.00.

Pepsi has applied for a legal loophole where they can just walk away from responsibility. They have since closed that plant on the East Coast. It has moved out. They have no footprint now in the province. They're walking away from responsibility.

And, it is important that we know that when someone is killed, it is just not the death of that individual. The whole family is impacted for the rest of their life. And, for me, April 28th now has a more personal meaning, because I think of someone that is dear to me, that their

life, retirement you look forward to now, is not the happy time that she was anticipating.

So, don't lose sight of the significance of bringing attention to the impact of workers killed in the workplace. It continues on. It's a legacy that never leaves that family.

So, I stand in full support. And, I recommend that each one of us do what we can, to tell stories that we know of, to make it real. Unfortunately, to a lot of people, this isn't real to them. It's more real to me than it has ever been before in my life.

DINO CHIODO: Speaker at mic number 1.

KEVIN LaFRAMBOISE: Thanks, Dino. Kevin LaFramboise. Local 200, Windsor, Ontario.

I'm proud and it's a privilege to be up here to support this. But, you know, I once heard it said that one death, one injury in any workplace is too many. And, unfortunately, like the brother earlier at the beginning of the discussion stood up and said, we're looking at numbers like 240, 250, 245, year after year, and there's no improvement there.

I was sitting back thinking to myself, you know what? I know from Windsor, we suffered a lot of manufacturing factories closing up. So, I would like to know if there has been an improvement or if there is actually deteriorating and getting much worse than maybe we think it is.

I work at Namac. It's a casting plant, an old aluminum plant. And, we've got a lot of new people coming in, I mean young people. We have got some 19-year-olds, some 20-year-olds coming in. And, I've got to tell you, some of these kids -- because you know what? I've got some kids that are older than them. Some of these kids coming into the place, they're blindly trusting in everything they see and everything they hear.

And, this stressed-out management team we've got and these greedy corporations that are trying to cut costs everywhere they can except out of their own pockets, they're following. These kids are following them blindly, man. And, we have got to teach these kids to step up and question, and it's okay, and be sure and ask the older brothers and sisters to show them the way, and make sure they're doing it safe and everything.

And, I know we've got D.J. Lacey as part of the youth thing. And, back in Windsor, maybe we could start bringing these youth together and teach them the proper way to do things, because we can't trust companies to do it. And, the numbers are speaking clearly. So, with that, again, I would like to support it. Thanks.

DINO CHIODO: Thank you. Seeing no more speakers at the mic, I want to thank everybody that did speak on the issue. It's a very important issue.

All those in favour?

(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown)

Carried. **CARRIED**

Thank you very much. It's passed. Much appreciated. Thank you for the hard work, again, and getting up to the mics and talking about the issues that are important to each and every one of us.

NATIONAL AND AREA STAFF REPORTS

DINO CHIODO: I talked about it earlier with regards to the National and Area Staff reports. We have some time still today, so what we'll do is we'll go to the National and Area Staff reports. Can I get a mover to accept those reports? Moved. Secunder? Seconded. Any discussion? Speaker on mic number 1. John, go ahead.

JOHN AMAN: Thanks, Dino. John Aman, staff, Organizing Department, Toronto.

I just want to supplement some of the comments that Katha made in regards

to the Toyota campaign. I know on the tables in front of you there's two articles, excellent articles, written by David Durie and Stephanie Ross, both professors, that speak to some of the challenges we face in organizing.

And, in the document, Uniforward with the four lovely sisters who are members of the inside committee, I think there's a pretty good story with regards to the campaign. So, I won't belabour that point, except just to reiterate that, of course, we are still full steam ahead on the campaign and we are going to get the job done.

But, I just want to take this time, Dino, to briefly acknowledge and thank all the local unions in Southwestern Ontario and areas around. Clearly, like I mentioned at the IPS Council on Thursday, we wouldn't be here today without the support of all the local unions, the leadership, the local and the activists who have been there for the last 18 months, supporting us in our organizing campaign through some very cold days, through some very difficult times. No matter what we have asked of our union, Unifor, the folks in this room have been there front and centre.

So, I just want to publicly thank them and acknowledge the work that they have done. And, we will continue, of course, calling upon them. We are implementing more resources. We are not taking a step back. I mean, we are re-strategizing, looking at our options available to us.

So, again, I want to thank you in advance for your anticipated cooperation in the future, and I look forward to working with everybody in this room. Thank you very much.

DINO CHIODO: Thanks, John. Speaker on mic number 3.

TONY LEAH: Tony Leah, national coordinator for the Skilled Trades Union Education Program, and I am attached to the Education Department.

I just wanted to draw to the attention of the delegates an item in the Education Department report on page 16. It is called "All About Unions", Unifor Presentation for High School Students. It is a very exciting program that we are initiating to get the message about unions out to high school students in this province and other provinces. It draws on the work of members from Local 199 and Local 444 who have been going into the schools for a number of years.

But, it is an attempt to make a really engaging presentation for high school students that can be used across the province and across the country. It is a one-hour presentation that has lots of video and images and a role-playing game. And, I have had the privilege of being in a high school class and seeing how the kids respond to it, which is a tremendous thing.

The goal of the presentation is to talk about the labour movement and how it can be transformative of society. It draws on things like looking back at our history and seeing the role that unions played in winning Medicare in this country, which I was pleased to see Dr. Danielle Martin talk about earlier.

It talks about how unions are critical for defending the working class in this country and fighting off the attacks on our standard of living. So, it is really about the philosophy and the values of unions and making it accessible to young people.

Earlier this month, we had our first training session with 22 people from about ten different local unions in the Toronto-Brampton area mainly. And, those people now are out making contacts in their communities with schools and teachers. And, in the next couple of weeks, we are going to have presentations starting in Woodstock and Brampton and some other areas.

So, I just wanted delegates to know about this. I think it's an important part of what we're doing as a union to build ties in our communities. We are really urging members of young workers' committees, as well as others, to get involved in this program. And, I think that it is really going to help build all of the campaigns that we are involved in as a union. Thank you.

DINO CHIODO: Speaker at mic number 1.

PETER BERGMANIS: Thank you, Brother Chair. Peter Bergmanis, Local 27, London.

I just wanted to draw your attention to a small error on page 110 of the report regarding St. Joseph's Heath Care, London. Regrettably, as a sign of our times, that hospital,

unfortunately, has lost members due to cuts and restructuring and program transfers.

So, unfortunately, we probably have lost over the last three years, 200 of our members. And, of course, that led to a loss of entitlement to representation, so there is a couple less representatives there. So, I just draw that as a correction and, again, an unfortunate symptom of our times.

DINO CHIODO: Thank you, brother. Speaker at mic number 2.

MARY ELLEN DANCE: Mary Ellen Dance, Local 1524, Canadian Labour Insurance Services.

The national staff report is excellent information for all of our membership. It is important for all of us to have a look and have a read. On page 92, from my workplace, just a suggestion. I am a proud CAW member, but now a proud Unifor member.

In the write-up from my workplace, we are now the Unifor Group Insurance, not the CAW Group Insurance, and we are available for all Unifor members, for auto, property, motorcycle and watercraft insurance. And I would just like to suggest that that gets changed. Thank you.

DINO CHIODO: Absolutely. Thank you very much for bringing it up, sister. Much appreciated. Thank you. Speaker at mic number 1.

SHAWN ROUSE: Thank you, Dino. Shawn Rouse, Ontario Health Council. I want to thank Katha Fortier for her report on health care. And, most of the items here have already been covered. One item I want to identify is the member outreach. I believe there may have been a typo where it says that our health care newsletter, The Pulse, will be produced every four to five weeks and will not be directly mailed to any chairperson. I believe that may have been oversight. And, I would like to remind folks that The Pulse is available ---

DINO CHIODO: If I can just hold you a minute?

SHAWN ROUSE: Yes.

DINO CHIODO: Can we get the back door closed? There is a lot of noise that comes in and travels through there and it is hard to actually hear. There is some resonating that is going on. James, can you get that door shut? Thank you very much. Continue on.

SHAWN ROUSE: Thank you very much.

DINO CHIODO: Okay, Shawn. Thank you.

SHAWN ROUSE: So, The Pulse newsletter is our health care newsletter that goes out to all health care locals or workplaces, and is available to any chairperson making a request for copies to be directly mailed to them, as well as copies mailed to locals with health care sections.

All members with stories or information regarding health care are invited to submit articles to the newsletter and are welcome without pause.

Also, I would like to raise one little point. So far, with the voting cards for the hospital services, we have only received about 200 cards that have been signed out of this room. There's over 700 people in this room. So, I know some people want to take cards home to their families and have them sign them. We can get you more cards.

But, we want 700 cards signed out of this room before the end of, hopefully, today. So, sign your cards, have them out, drop them off at the box at the door or have them at the end of your table, so we can pick them up at the end of business today. Thank you very much.

DINO CHIODO: Thank you. Speaker at mic 3.

BRIAN STEVENS: Brian Stevens, staff. And, I am going to just provide a little bit of a supplement to my own report. Local 103 is not here today; otherwise, I suspect they would be speaking to it. And, it deals with an attempt by the Liberal government in the Province of Ontario here to privatize and sell off certain assets in Northern Ontario, including the railway, a motor coach division, a Telco business as well.

And, we have been involved in about a two-year fight-back campaign, once Premier McGuinty here in the Province of Ontario announced that -- although eight years ago, he was not going to sell off the rail industry or the motor coach division, two years ago, they announced that they were.

The local up north, along with 598 and others, were involved in an active campaign in Northern Ontario. And, I just want to report that sometimes we don't always win, but sometimes we get a good ways down the road, and there's almost a 100 percent victory here.

Three weeks ago, the Minister of Northern Development and Mines was up in North Bay and announced that the provincial government intended to keep the rail division, intended to keep the motor coach division, intended to keep the refurbishment division, but was selling off the Telco division to Bell Alliant. I know that we represent the members of Bell Alliant, but we will be involved in some more campaigns, in regards to the Ontario transaction to Bell Alliant.

But, the fight is not over, because what is important here is that the provincial government, through Metrolinx, has sent a lot of our refurbishment work that we used to do up in Northern Ontario -- has sent that to a facility in Montreal. And, this really isn't an Ontario-Quebec issue, but it really is about keeping the work in Ontario. It's a provincial government agency to another provincial government agency.

And, I just want to acknowledge everyone's support here in the council. We have come here to the council meetings on a number of occasions, asking for postcards, petitions to be signed and those kinds of things. And, it does pay off. And, I think it is important that sometimes we acknowledge that we do win some, and fighting back makes a difference, and it's in large part thanks to the organization that we have here. So, thank you very much.

DINO CHIODO: Thank you. I will have Katha come up and speak on the national and area staff reports.

KATHA FORTIER: Thanks, Dino. Just a couple of comments and, in particular, about the staff book. I'm glad that you guys are reading it, because we found a couple of typos already. Thanks for catching that, Shawn, in my report. Again, The Pulse is available to any local union or chairperson that wants it direct-mailed to them, of course. And, we will, of course, accept any articles that people want to submit to that report.

I also know that sometimes after council these kind of get left on the tables. And, I'd just really urge people to pick them up and keep them in your office. It is a good history record for you of what has gone on in the union. And, sometimes you think, oh, what was my union doing two or three or four years ago? And, it is a good record, because, again, we try to report on every single bargaining unit, every single sector that is a major sector of the union and the information from all of our departments. So, it is really critical.

We are not going to take the vote on this, because you just got this today. You just got this document. We will open the floor again tomorrow morning and welcome all of your comments on the staff reports. You are also welcome to make any comments on my report from this morning.

And, again, I just urge people, take these copies, even extra copies that will be left on the table, and let people know what the work of the union is that can't be here. Thanks.

DINO CHIODO: Okay. Now, that we've got that settled, we won't be taking the vote on this. So, for all intents and purposes, tomorrow morning, the presentation on skilled trades will not be happening first thing in the morning.

So, what we will be doing is we will be opening the staff reports, national and staff reports up again tomorrow. So, you have an opportunity to look through it.

In saying that, I want to thank everybody for participating today, having a great debate on a number of items that we have been able to recommend and pass. And, a lot of people went up and talked with passion.

And, it is much appreciated to be able to show that, talk about it, feel comfortable with it, and at the same time, recognizing that sometimes we are preaching to the choir. But, it's good to get that extra energy. It's good to feel good about your union and go back to your workplace and talk to your members of the important issues that we debate, discuss and pass.

In saying that, I just want to make a couple of announcements before we actually close the day today. The Aboriginal and Racialized Workers Caucus will be meeting in the Sisterhood Room shortly after this meeting or right after this adjournment.

And, your LGBT Caucus will be meeting in the Dean Room right after this ORC meeting ends and adjourns today.

And, at the same time tomorrow, what we are going to do is, if our national and area staff reports don't go on for a period of time and we can get through that, what we will do is we will move Jerry Dias, the National President, up to the first part of the day as well. So, I just wanted to make sure I could put those pieces forward.

Again, Recommendation 8 will be dealt with after Jerry does his speech. So, if people want to prepare and get ready with regards to that, it will probably be set up in the morning. Also, in the morning, we will be looking at Recommendation No. 5. And, from that, after lunch, we will be really looking at Recommendation 4, 3 and 8. Point of privilege on mic number 1.

CINDY PAYNE: Thanks, Dino. It's Cindy Payne, national rep, and liaison with the Workers with Disabilities Committee. We are also meeting right after adjournment today in Salon 2. It was omitted off the agenda.

DINO CHIODO: Sorry, sister. So, again, that's -- can you make that announcement once again, so people hear it?

CINDY PAYNE: It's Workers with Disabilities Caucus in Salon 2.

DINO CHIODO: Thank you very much.

CINDY PAYNE: Thank you.

DINO CHIODO: Seeing no other points on the mics, can I have a mover to adjourn for today? Moved. A seconder? Seconded. Discussion?

All those in favour?

(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown)

Carried. **CARRIED**

Have a wonderful evening. Thank you very much. And, we will see you again tomorrow morning for 9:00 a.m.

Yes, you have a bag in front of you and if you want to put your materials in the bag and leave them at your table, they may be adding more stuff on the tables for tomorrow, but nobody will be taking those away. Nobody will be taking that off the table.

--- Whereupon the meeting was adjourned at 4:18 p.m.

SATURDAY, APRIL 26, 2014

Upon commencing at 9:09 a.m.

CALL TO ORDER AND WELCOME

DINO CHIODO: Okay. So, what I would like to do is get started, if I can, here, today. It was a great day yesterday. Things went really well. I appreciate all the conversation, discussion, people getting to the mics. I thought there was a lot of good discussion that came about yesterday. It gives everybody an understanding of some of the initiatives that we are putting forward, and we want to continue to encourage that.

If I can, what I would like to do, before we even go any further, because again this came up a few times yesterday, and it becomes frustrating. Because, as there is a speaker at the microphone, a lot of people are talking, resonating, or trying to resonate; it's very disrespectful to the person that is at the mic trying to express their position and point.

And, in saying that, on the back wall, I know that there is a little bit of a shorter ceiling -- so, let me start again for the people that are at the back wall. The lower ceiling reverberates the sound forward, and the people sitting towards the back have a hard time hearing what's going on.

So, if you have to have a conversation with the person sitting next to you, in front of you, or behind you, you have a lobby right outside the doors, please take advantage of that. Be respectful of the people at the mics.

We'd also like to, if we can, maybe keep those back doors closed. We think that might be part of the problem as well. But, again, we ask you to use that lobby, if you have to, if you have to have that conversation.

In saying that, again, I'd like to just ask everybody to stand quickly for a moment of silence once again. And, I thank the audience for their indulgence. I want to recognize an individual out of Local 222 for a moment of silence, Gary Edwards, who actually passed away at the Centre. This is going on a few months ago, but from that, I just want to take a moment to give Edward some respect, and anybody else that you might have in your thoughts.

--- Moment of Silence

DINO CHIODO: Thank you very much. So, the first thing we're going to be doing today is we're going to be getting into our staff reports. There are a couple of supplements that have been put on the tables. You should have received them.

You have a staff supplement report from Richard Paquin and another one from Kelly-Anne Orr. They will also be passed when we come to a conclusion on the national and area staff reports.

In saying that, we have a couple of great speakers that are going to be in front of us today. And, in saying that, we're looking forward to hearing Hassan Yussuff; our National President, Jerry Dias; at the same time, Wayne Gates. And, those are going to be exciting individuals to listen to in talking about trying to form our future and change our direction, making more positive changes within the labour movement.

And, from that perspective, we're going to have a Good Jobs Panel, which will be pretty exciting. We're going to have approximately five resolutions or recommendations that will be going through today. And, in saying that, we're going to be also looking at Recommendation No. 5 early on in the day. And, before lunch time, we're hoping to complete Recommendation No. 7. After lunch, we will be getting, hopefully, into Recommendations 4, 3, and 8.

We had a Skilled Trades presentation that was going to happen early on today but, unfortunately, that may happen in the afternoon. We've lost some of those individuals to a

meeting. And, from that perspective, they may not be able to put that presentation on.

I'd also like to recognize Marie Clarke Walker, who is an Executive Vice President from the CLC that will also be here to speak, and I think that will be very exciting as well.

I look forward to all of those discussions. And, again, I just remind everybody to be respectful when people are at the mic talking about the issues that are important and relevant to each and every one of us.

In saying that, I'd like to get on with the day. I think I'm excited to hear where we're at, and what's going on.

POINTS OF PRIVILEGE

DINO CHIODO: So, let's go to our points of privilege. Mic number 1.

JIM KENNEDY: Thank you, Dino. Good morning, sisters and brothers. Jim Kennedy, Local 27. I've just been asked to do a point of privilege this morning and let you know that Local 27 next week is holding a progressive Euchre tournament, in honour of one of our long-standing members that passed away last year, Sister Georgina Anderson.

Sister Anderson was active for 40-plus years in multiple locals. And, as a kid growing up, watching Local 27, I consider Sister Anderson as a pioneer of the CAW, and going forward, Unifor. So, Sister McMurphy has asked me to let people know that they have some draw tickets out there, at the same table as the Bob White tickets. They're in honour of Sister Georgina Anderson, and all proceeds will go to the Leukemia Foundation. They're cheap tickets, they're \$2.00 a piece, or 3 for \$5.00, for multiple prizes. Thanks.

DINO CHIODO: Thank you. Speaker at mic 1.

CHRIS TAYLOR: Thanks, Dino. Chris Taylor, President of Local 200, and Chair of the Political Action Committee. We're going to have some sheets going around the tables today. We're asking anybody that wants to be on the list for the Political Action Committee to sign up, give us your name, your local, all the pertinent information on the sheets.

We're going to need a lot of help going forward, if there are elections called. So, we're asking, again, if you want to be involved with the Political Action Committee, the sheets will be going around. Keep them going up and down the tables, we'll be handing them out very shortly. Thank you.

DINO CHIODO: Thank you. Mic 1.

MIKE KACHUROWSKI: Mike Kachurovski, I'm a staff rep out of the Mississauga office. CEP in Ontario region had a charity golf tournament every year for the last 11 years, and you will find the sheet on the tables. It's June 6th.

Over the last 11 years we've raised over \$330,000.00 for Spina Bifida. The registration is open until May 23rd. We were hoping that we can get the both groups together, and have the first Unifor charity golf event, and just have a great time. So, we'd like everybody to see if they can't come out and join us.

DINO CHIODO: Excellent. Thank you very much. Point of privilege, mic 2.

CRAIG HALLIKAINEN: Craig Hallikainen, Local 112. I just wanted to point out that the LGBT Pride Committee has put out flyers out on everybody's desk. Pride season is up and coming. And, in Toronto, it will be World Pride this year. Unifor will have a really big presence. And, what these flyers are doing, they're talking about the float that we're building. We have Red Pepper Spectacle. They're going to help us build the float and design it. But, we need people to come out and help us actually put the float together.

And, you don't have to have construction work experience. We're just going to go out and have a good time. There are a couple days, May 11th, 25th, June 1st, and 15th. And, if you want to come out and help, if you're in the area, that would be great. And then come out and join us. Join us at Pride this year; it's going to be a lot of fun. Thanks.

DINO CHIODO: No, thank you. Point of privilege, mic 1.

SUE HOLDAWAY: Sue Holdaway from Local 414. The local, 414, is putting on their 6th annual golf tournament. We're selling tickets out in the entrance out there. And, some lucky winner is going to go away with an iPad, the latest one out. Tickets are \$10.00 for one or 3 for \$20.00. And, the proceeds go to the Halton's Women's Shelter. So, get out there and get your tickets.

DINO CHIODO: And, that iPad is 128 gig, so it's huge. You can store a whole closet in there. Way to go. Point of privilege, mic 2.

GWEN CAMPBELL: Gwen Campbell, Local 1285, and I'm the recording secretary for the Ontario Region Women's Committee. Out on the table outside, there is a Women's table, and there are bookmarks and information about the domestic violence survey that we really would like everybody in here to fill out, men and women, anybody over the age of 15. And, I know we're all over 15 here.

But, take it back to your workplaces. Contact the work room of the Unifor National office. You can get the posters and the bookmarks. Because what we need here in Canada is made in Canada research. As we all know, Stephen Harper is not taking surveys, or keeping stats on anything about domestic violence, or anything that affects the working class.

A study by Justice Canada has pointed out that each year employers lose 77.9 million because of domestic violence, how it affects the workplace. So, I would also ask that when you go into negotiations, please -- that's a great stat to give to your employers when you are trying to negotiate women's advocates positions, because that is crucial to helping women and men in the workplace.

As of now, we have 4,705 people have filled out this survey. Twenty percent of those are men. We really want the men in here, and in your workplaces, to fill these out as well, because we know domestic violence affects men and young boys, as well as women and young girls.

It's very important that we get that. We would love to get as many people as possible, and it's not just union members we want as well, so please pass this on to your family and friends as well. Thank you very much.

DINO CHIODO: No, thank you. Seeing no other points of privilege at the microphones, we'll get on with our order of the day, which is the national and area staff reports. I have two speakers at the mics. Mic 1.

NATIONAL AND AREA STAFF REPORTS

MAGGIE HARBERT: Thank you, Dino. Maggie Harbert, President, Local 350. I'm a technician with Bell Alliant. But, I started my career in Bell in 1979 as an operator. And, I just want to bring small attention to in the report, you'll see that there is a notation that the operator services group has just negotiated their final agreement.

Having started there, I feel the need to share with everyone here the significance of that bargaining unit. When I started as an operator, there were over 7,000 of us. We fought two long hard strikes. One of them we walked out Christmas day; the other one lasting 17.5 weeks in 1998. The operators were instrumental in bringing in our predecessor union, that would be CWC, into the workplace, and we kicked out a company run association to give us a bona fide union in there.

Over the past ten years, the operators have faced downsizing. They've been reduced, beaten up, abused, constantly facing concession bargaining at each round, to the point where the company made them train the contractors who were coming in to replace them.

They fought and won a pay equity case that was -- at one point, we were in every level of court, and it took well over five years and a lot of lawyer dollars to fight, but we won it.

The last office of operators in Ontario just recently merged into my local. There are less than 40 of them.

By 2016, there will be none. Those that can retire will retire. Those that are not 55 and eligible to retire will get a lump sum, and they're gone. It saddens me to no end to see this bargaining unit that was once vibrant, radical -- in the 1988 strike, we were out with the technicians, and the technicians would constantly say to us, "You operators are friggin' nuts."

To see them being reduced as I have, I felt it necessary to give them that one last bit of recognition for all that they've contributed to our union. Thanks for listening.

DINO CHIODO: Thank you. Speaker on mic 2.

LISA KELLY: Good morning, brothers and sisters. I'm Lisa Kelly, and I'm the Director of Education at Unifor. And, I've come up to talk to you about this great centre, and the great courses that are going on in your areas.

We've got a section on the website that you can go to that's got a schedule for the courses, it's got descriptions of courses, other information around how to get to those courses. Some of you are at this Centre for the first time, and I want to tell you that most of the students that come here are paid out of a particular bargained fund.

But, for the former CEP, who wouldn't have had a chance to bargain that yet, you can send your members here for week-long courses, and they make such a huge difference in building the union.

So, information is out on the tables. The local and the National split the cost 50/50 to get your students here. There are great courses, some spaces still available; so, please, come up to talk to me and get information on that.

But, there are two other things that have a bit of a deadline that I wanted to bring to your attention. One is that the former CEP and the former CAW both had scholarships or bursaries for post-secondary education for the children of our members. And, we've continued that. We've taken the best of both of the approaches, and those applications are due on the 30th of April.

So, there are applications on the table. If any of you have children going into their first year of a Canadian post-secondary institution, so trades work, CEGEP, university, college, please pick up an application; spread it out to your members as well.

But, the real reason I'm here, the real reason I'm here is that we have a fantastic program that runs in the summer called the Family Education Program. And, it's a chance to come up here with your families to have some time to talk to other members from all across the country, learn a little bit about the union, learn a little bit about what's going on in society from a worker's perspective, and spend some time on the beach. And, cross our fingers that we get good weather. We normally do.

And, we've extended the deadline, because we actually haven't gotten as many applications from the former CEP as we were expecting. And, it's a tremendous opportunity that's paid for by the National Union. There is no cost to the local.

Members come, they take vacation time, they come up on unpaid time. So, they fund themselves through their vacation. They come up, if you live over 500 kilometres, the National Union will arrange travel for you, and support your travel, either through flights or covering mileage. And, all your room and board is paid. The program is paid for you. And, it's the time that people come together.

You will hear from people, you know, come up and talk to me. So, people in the room, how many people here have been to the Family Education Program? Take a look around. If you've got any questions, find one of these people. Find Ken Lewenza, find Jerry Dias, and ask them about their participation in the Family Education Program, and how much of a foundational change, how much of a life changing experience it can be for our families.

So, we've extended the deadline to May 9th. Again, there are applications out on the table. There is room in our third and our fourth sessions, so July 26th to August 2nd, and August 2nd to August 9th. And, I'd really encourage you to put an application in. Come talk to me if you've got any questions. It really is the time when we can knit this union together, and when we can move all of the issues that you've heard about this weekend forward in solidarity. Thank you.

DINO CHIODO: Thank you, Lisa. Anybody else on staff reports, area reports? Mic 2, Len, go ahead. Saving the best for last, retirees.

LEN HOPE: Thank you. Len Hope, Retired Workers Council Chair. I'd like to talk about the Retired Workers Report. The Retired Workers Report is, and the reason I'm speaking on it is because I know that there are probably some new local unions that haven't got a retired workers chapter yet.

Retired workers are very important to our union. We are involved in a number of different issues politically, and other campaigns that we work on. In your local unions, if you don't have a chapter, it explains in the report that if you have 25 members, you can start a chapter. We can work with you and start that retired workers chapter off.

The retired workers in our union had, for an example, a demonstration that wasn't very long ago with Northern Telecom. That demonstration didn't take very long to put together, and we had thousands of people supporting that demonstration.

Plus, we're working on healthcare. We're always consistently working to try and improve healthcare for -- you might think it's just the retired workers, but it's for each and every one of you. Everybody here has, and in your life, you will end up not feeling well; we have a great number of members in our union that are healthcare workers and provide us with all kinds of services. But, we end up with people in our government that are cutting back the services.

Well, the retired workers play a big role in trying to make sure that we can move things on. When some of the people in the Ministry of Health, when they know we're coming, they will listen. And, you have a lot of members who are coming up to retirement, or retired. You should start a chapter, make things that we get things going and build our organization. Thank you.

DINO CHIODO: Thank you. Seeing no other ---

KEN LEWENZA: Dino, I just need to take a minute, because there are a number of delegates that are here for the very first time. Dino recognized them at the beginning of the conference. And, if you take a moment to drive around this wonderful Centre, and drive around this wonderful community, you will see signs that are up, CAW Stop Turbines, or the latest sign this morning, Lewenza Lies.

But, you know, I just wanted to express to the new delegates and to the former CEP members, we take great pride in this Centre. This is the heart and soul of our union. We have been in the community of Port Elgin for 70 years. I can recall this Centre as a youngster, when it was just made up of small little cottages.

And then one of the things we did in our organization when we left the UAW, our first major significant investment in our union was investing \$50 million into this Centre. And, when you take a look around the Centre, what we agreed to do at that time, the rank and file National Executive Board said a couple of things.

If we're going to rebuild the Centre, we've got to maintain the environmental sustainability of the Centre for the long term. Number two, when we're going to do the major construction of the Centre, we are going to work around all of the environmental amenities. The trees, as you see them, are the original trees. We used unionized construction workers coming into our community at a significant cost, because unionized workers had to be transplanted into Port Elgin when we built this Centre.

But, our point was, we're going to have the best educational centre in the world

for working-class men and women in Canada, and internationally. And today we have a working class, world class, international learning centre here at Port Elgin, and we take great, great pride in it.

And, what else we did is we became part of the community. What people do not recognize, there was a time that we were the second largest employer in this community, only second to Bruce Power, just down the street. And, the reality is, we were part of inventing this community in a lot of ways; the jobs, the community, participating in all of the events of the community.

So, over a decade ago, part of our initial plan, environmental sustainability, we always wanted our own water treatment plant. We wanted to preserve ourselves, so we weren't taking on any responsibilities from the municipal level. So, the Environment Committee of our local unions and the National Union were constantly passing resolutions to move into the new energy field of either solar panels or wind turbines. And, to tell you the truth, I knew nothing about wind turbines until our Environmental Committee started educating all of our council delegates on environmental sustainability.

We decided 10-12 years ago that we would put our new turbine, the latest in technology. So, we to go to the municipality, we have public hearings, we have full participation, we have the regulations of the provincial government that have to be followed, and we exceeded all of those conditions. And then, when we did build our turbine, the reality was, some in our community -- not a lot, folks. In terms of this community, there are a handful of people that are constant about our wind turbine.

One of them is the one directly across from the lobby. And, he does fairly well for himself, and I'm not against that, but there was no real objection until the turbine went up. And, I understand that. We all understand that, beautiful Port Elgin, all of a sudden we have a turbine that you can see from miles away.

But, the reality is, if you drive down 21 South on your way home, there is actually a wind turbine industrial community. There are more wind turbines than you could count. Yet, when we put it on our Centre, we've got this opposition group from this community.

The other thing I want to raise with folks is this community is having a debate today whether this is going to be the community that's going to maintain all the nuclear waste in the Province of Ontario, and there's a lot of public outcry.

All I want to say to the folks is we have opposed fighting the citizens. We could go out there and ask those neighbours to take the signs down. We could take those signs down. We've done that before. But, the reality is, it's okay for people to protest. It's okay for people to raise their opinions. It's okay, but not to lie.

There is absolutely nothing unsafe about the turbines. They are fully under the regulations of the provincial government. We have been means tested over and over and over. In fact, we meet the conditions of every -- above every condition that is required by law.

And, I just want to say to folks, and this is a true story, and my conclusion. Over a year ago, we got lots of criticism about our turbine. We got letters that came to all of our National Executive Board members that people were sick in our community because of our turbine. Those letters came when our turbine wasn't even running, because our turbine is not always on. So, if the wind is running, the turbine will go like a fan. It wasn't even running, and we were getting letters of people getting flu, and asthma, and dizziness.

And then the last point was, to show you how ridiculous some of the comments were, the same letters came saying they don't see rabbits anymore since the turbine. Well, I saw a couple rabbits last night. In fact, I was driving with a couple of them.

So, my point to all of you is, don't buy this. And, it would be unfair for me, as the former President of the union -- and Jerry Dias actually met with the municipal leadership when

he took the presidency, to try to follow up on the interaction with the community not to, again, take the turbine down, because that's their ultimate goal.

But, Jerry met with them again to give them the assurance as the National President of the National Union that if there was any impediments that were proven as a consequence to our community, that we would respond. So, don't worry about those signs, don't worry about the people, but do this: Take great pride in this centre.

As Lisa Kelly told you, we have the best training programs of any union in the country, if not in the world. If you take a look at our family programs, if you take a look at the educational opportunities we have, whether it's steward training, whether it's human rights, whether it's the four-week PEL program, I can tell the new delegates in this room that once you experience a week of a program, or a four-week Family Education Program in this Centre, your life will change. The life of your family will change.

You will want to come back to the Centre with the same energy and enthusiasm as I did, because my first experience as a trade union person was in the Family Education Centre coming here with my father. And, quite frankly, the friends I met at that particular time are the friends that I will have for a lifetime. It's taken me 40 years in the trade union movement, because of the experiences in this Centre.

So, enjoy it, love it, come to it, build comradeship, build the union, but don't worry about the isolated protests that we have out there. But, we will respect their right to protest. Thank you very much, Dino.

DINO CHIODO: Thank you. And, just before I bring up Katha to introduce our next speaker, I'd just like to have a moment, a point of privilege, if I can.

There were some documents that were handed out this morning. It's in memory of Holden Kisch Walk-a-thon. Again, there is an envelope attached to it. We heard a compelling individual, his father Mike, get to the microphone yesterday and speak. No parent should ever have to bury their son. And, in saying that, we know that Holden had a great outlook on life. He was a wonderful young man, with great promise. And, in saying that, they are creating a memorial in LaSalle Park in his name, in the south-western Region of Ontario.

And, in saying that, we thought it would be a nice gesture, on behalf of Mike, what his family has been going through, because we know how challenging and tough it is, especially under that circumstance. And, here, we're a family. Mike, we love you, all the hugs in the world. And, in saying that, if you could help support that, it would be much appreciated from us. Thank you.

So, now I'll call Katha Fortier to come up and introduce our next speaker. Oh, wait a minute, I have to pass this; don't I? Sorry. I have to pass the National Regional and Area Staff Reports.

All those in favour?

(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown, if any)

Carried. CARRIED

Thank you very much. And, now I'll bring up Katha.

KATHA FORTIER: So, our next speaker really does need no introduction. Jerry Dias, of course, has been on the job as President of our union for a little over seven months.

I talked about the Rights at Work tour where we did ten stops in Ontario. Well, he did another 13 outside of Ontario across the country. So, he's really been doing a good job of introducing himself, and talking about labour rights.

He has, of course, been at bargaining tables all across the country as well, and

really involved in politics, as we've heard. In fact, I think that him and Kellie Leitch have a thing going; I don't know if Leslie knows about it or not. But, it was pretty clear they spend more time together than most couples do.

I also do want to mention, though, you know, we are a social union, we claim to be a social union, but it's really important that people walk the talk in that. And so, I just want to mention that Jerry was -- I think people know that he has been involved in the Hope in High Heels project, which is a Halton area women's shelter project.

Just a couple of months ago, Jerry was honoured as the male who was recognized as doing the most to eliminate violence against women by those women's shelters. So, it's certainly something that we can be very proud of. Please welcome Jerry Dias.

REPORT OF THE NATIONAL PRESIDENT

JERRY DIAS: Well, good morning, everybody. We've modified the agenda again. I'm going to zip out to Collingwood to give a presentation to another union this afternoon. So, anyway, as usual, as I have done for the last 15 years, I have always spoken after Ken Lewenza. And, I'm very pleased and honoured that things haven't changed. And, that's just the way I like it, frankly.

Now, Lisa started off talking about our Family Education Centre, and Ken supplemented it. And then Katha, of course, talked about our role to the communities, our contributions, and I talk frequently about how important it is to get our kids involved in issues, social issues, community issues, at a very young age, because if we can get them involved very early, they tend to stay involved for the rest of their lives.

And, let me give you an example. When Ken and Lisa talk about our Centre, here's the type of an impact it has on our kids. I went through the Family Education Program as a child twice, once at age 13, and once at age 16. I was a slow learner. When I went through at 13 years old, I didn't graduate, so I had to come back again.

But, the facts are, when you bring up your kids, and your teenagers are in a classroom with other kids, and they start talking about the issues that affect young people today, it really starts to open their eyes. And, it really is a week. It's a week of your vacation, but it is a week, guaranteed, you'll never forget for the rest of your life.

And, your kids will never forget it for the rest of their lives, because this is truly an opportunity to get together with brothers and sisters from coast to coast to coast. And, you will find that the bonds that will be created, the bonds of solidarity, the bonds of friendship, will stay with you for the rest of your life. So, I would suggest to you to take the time, fill out the form, and come to Port Elgin during the summer.

I'm telling you, at the end of the week, and remember this, you will cry when you're leaving. Your kids will cry when they're leaving. I know you're sitting there going, "Like hell I will." Remember this, because you will be crying when you leave.

Now, I start to go through my routine, and a lot of you now that, because most of you in this room attended the leadership meetings. So, I start to think of some of the real important events that affect us. And, one of the real key important events would be the retirement of David Letterman. Can you imagine if David Letterman was a Canadian? Can you imagine the top ten list from David Letterman, if he was a Canadian?

So, for the purpose of saving time -- and, listen, Sarah, stand up Sarah, so everybody can see Sarah. One of Sarah's permanent roles is to get me to grow up. And so, is Rita's. So, anyway, for the purpose of being correct with my terminology, I'd like to kind of give you the list of the top five buffoon moves by politicians. Is that acceptable? Right on, I'm getting better.

I want to walk through some of the top five dumb moves by politicians in Canada. So, number five goes to Lisa Raitt. And, I want to tie in what she did as it relates to our

organization, because Lisa Raitt was the Minister of Labour. And, Ken and I used to meet with Lisa when she was the Minister of Labour. And, we would meet with her, and she was an engaging person, East Coaster, easy to talk to. If you made a good argument, she would nod and understand it, and say I'll get back to you.

So, invariably, every time she got back to us, she said "No, can't do a thing." And then she would say, "Well, you know, after all, I am a Conservative." Well, Lisa, we know you're a Conservative, but it doesn't mean that you can't do anything for working class people. So, then, Lisa Raitt moved on, and in came Kellie Leitch.

So, Katha is right, I spend a lot of time with Kellie Leitch, trying to push her, and trying to push her to push Cabinet, and to push her government to quit introducing draconian measures that affect working class people across the country.

So, we meet, and we meet, and we meet. And, we did the leadership tours across the country. Why? To put heat on them, because it was in the newspapers, it was on the radio, it was on television.

So, from coast to coast to coast, the politicians would be getting calls in the community, the newspaper, the media would put pressure on them, and they would put pressure on Kellie Leitch, so she would have to talk to us.

She would have to talk to us about 525, she would have to talk to us about 377. She would have to talk to us about the issues that we were raising during our Rights at Work campaign. And, there is no question, I'm not going to go through it, but we know that there have been some changes. We know that 377 is dead. And, 377 is dead because of Hugh Segal, who spoke at our first regional council meeting, which was a smart move by us.

Why? Because when you bring a prominent Conservative senator to an Ontario Regional Council meeting where we have 700-800 delegates, and he starts talking about a vision for Canada that includes unions, then soft Conservatives start to listen, and their base starts to listen. Because it's important that the message just doesn't come from us, but it is important that our message comes from other stakeholders in society.

So, when 377 went back to the Senate, after they prorogued the House, she said, "Jerry, don't worry about it, enough is enough. There's been enough talking about 377, I'm going to send it to Cabinet, but I'm going to bury it, and at the appropriate time we'll kill it." And, that's what she did.

So, you need to understand, when we start talking about our major campaigns, and the impact of our major campaigns, you may not see the immediate benefits. But, I can tell you, brothers and sisters, the reason that 377 is dead today, the reason they modified 525 to take out the ridiculous measures that make it impossible to certify, and easy to decertify in the federal sector, those things were taken out, you know why? Because of you. They were taken out because of your leadership, and they were taken out because the government understood that we were prepared to fight, and we are fighting. So, I want to thank you, on behalf of working people across the country for a job well done.

But, back to my friend, Lisa Raitt, because we just spent a little bit of time in Vancouver. And, I know I just raised this -- who was just at the Toronto area leadership meeting? Okay. So, I'm going to be repetitive for the purpose of this issue, but I don't want to sound like I'm duplicating, because of all of the meetings we've had across the country.

We had a strike at the Port of Vancouver. And, you need to think about the optics of this, and think about the challenges that are facing our union, because the Port of Vancouver strike was costing the Canadian economy \$130 million a day. \$130 million a day. So, how did it start? 1,200-1,300 non-union truckers went on strike for very, very real important reasons.

Our 350 unionized members struck one week later out of support. And, what

were the issues? They hadn't had pay increase in 10 years. Over 10 years, the price of fuel has skyrocketed. The price of trucks skyrocketed. The price of repairs skyrocketed. And, over and above all of that, prices of insurance have skyrocketed. But, over and above, the Port of Vancouver kept getting busier, and busier, and busier, and busier.

So, all of a sudden these truckers are sitting for three-four hours at a time with their trucks idling, waiting to get into the port to pick up a container without receiving a dime. Not a nickel.

So, think about it. Think of all of us in this room. You're sitting at work for four hours, without getting paid. And, in their circumstances, it was even worse, because they were burning fuel, four hours at a time. So, everybody knew what the issues were. The Port of Vancouver knew what the issues were. The governments knew what the issues were. So, what did they do? They did nothing.

I want you to think about complexity in negotiations. You had 180 different owners, trucking company owners, that all undercut each other, hate each other. You had 1,200-1,300 non-union drivers. You had our 350 drivers. You had the federal government that had a lot of skin in the game, because of the regulations. You had the provincial government that had a lot of skin in the game because of their control, as well, over some of the regulations in some of the provincial jurisdictions.

So, think about it. Think about pulling together an agreement with all of these stakeholders, of which lots don't like each other. The provincial Liberals don't like the federal Conservatives. The -- anyway, it's a dog's breakfast.

So, here's what happens. So, the strike is now a few weeks old, and Lisa Raitt, my friend, comes down and says, "I know how to settle this. Here are the 14 points. Eat it. Everybody go back to work now." And, amongst the 14 points was a 90-day cooling off period. And, somehow during the 90 days there was going to be a solution. Meanwhile, there was no solution yet when the 1,200-1,300 non-union truckers were already on strike for three weeks and our members had been out for two weeks.

we said, "Lisa, have you lost your mind? We're not going back to work. We're not accepting your 14 points." I flew out to B.C., I met with the bargaining committee, I met with Gavin McGarrigle, the staff rep; Bob Orr, my assistant, came and we met with the provincial and federal bureaucrats. And, we said, "We can live with 10 of the 14 points, you need to fix the four. You need to fix the waiting time. You need to fix this, you need to fix that, you need to fix that, and then we'll have a solution."

And, we made some incredible inroads. And, we were this close to a deal. So, I went back to the hotel, the bargaining committee, we went back and we waited for the call. We got the phone call. The phone call said, "We're not doing a damn thing, until you all go back to work. And, that has come directly down from the federal government." So, I'm sitting here going, this is \$130 million a day. A day. And, we've got federal politicians playing politics, because they want to show how tough they are. And, they want to show that it's going to be by their rules.

So, I said, that's fine. So, I flew back to Toronto. And then I contacted Lisa Raitt's office, and I started to call, and I started to call because I knew she was calling the shots.

So, I call her on Wednesday. No call. I call her on Thursday. No call. I call her on Friday. No call. So, on Saturday I went to a fundraiser. My fundraiser for the women's shelter is in Halton Region of which we play a prominent role on your behalf. And, who is there? My member of Parliament, Lisa Raitt.

So, I said, "Lisa, we've got \$130 million a day problem going on in Vancouver. I have left you messages, Wednesday, Thursday, Friday. You don't have a phone? If you'd like, I can buy you one." She goes, "Well, listen, Jerry, I knew you were going to be here tonight. So, I thought you and I could talk." I said, "Okay, that's fine."

I knew it was BS, but that's fine, I accepted it for the purposes of the discussion. She says, "We'll talk after dinner." We had dinner. I walked over to her table, she was gone. So, I called her Saturday night. I called her Sunday night. And, on Monday, the B.C. government introduced legislation to order back our 300 members back to work. So, that's what it was all about. The Conservatives saying to the Liberals, "Order them back to work, because they just don't seem to be listening."

So, as I'm trying to track down Lisa Raitt, and I'll get back to this a little while later, I sent out a tweet. I said, "Listen, if anybody sees Lisa Raitt, can you please have her phone me?"

So, anyway, the B.C. government is introducing legislation to order us back to work. Now, how foolish is this? 1,200-1,300 truckers, our 350; they can order back our 350, but they can't order back the 1,200-1,300. So, even if they were successful -- like, lancing the boil doesn't really find you the solution.

So, we flew out, and they introduced the legislation on the Monday. And, on the Tuesday, the NDP, I give them full credit in B.C., they started to filibuster the House. And, they started speaking. And, they would speak for an hour, and two hours, and they filibustered the House the whole day. So, as the house is being filibustered in Victoria, B.C., we flew in, we got the committees together, we met with the employers, and that was a complete waste of time, because 180 of them don't like each other. So, we couldn't find a solution with them.

Then we met with the UTA, which were the 1,200-1,300 non-union truckers, and we said to them, "Okay, here's the deal." I said, "Our union is prepared, tomorrow, to leave Vancouver, go to Victoria, we'll all a press conference, and we will announce at the press conference that we don't care what the B.C. government is doing, they can pass the legislation, but I will have a press conference tomorrow, and our union will announce that we're defying the legislation."

I said to the non-union truckers, I said, "We're crazy, but we're not suicidal. So, I want to know what the deal is. So, here are the 14 points that Lisa Raitt put down. Here are four points that we think need to be modified. We gave it to them. They tweaked it a little bit. So, here's what we did."

They went that night and ratified that deal with their 1,200-1,300 members. That night we called a ratification meeting, and we ratified the deal with our 350 members. And, I know you're all sitting there thinking, that's a heck of a ratification meeting, no deal with the employers, no bargaining with anybody, bargaining with yourselves. Well, let me tell you, bargaining with ourselves sometimes is not a bad thing.

But, anyway, long story short, I said to the UTA, "Get on the plane tomorrow, we're going to fly to Victoria, and we're going to wreak a little havoc here, because we're not putting up with it anymore. And, you've got to know, brothers and sisters, we're not putting up with it anymore."

We're not going to put up with governments that think that they can order us back to work, that they can push us around because, brothers and sisters, Unifor was built to make sure we're not going to put up with it.

We got off the plane in Victoria, B.C., and my phone was ringing, because the press conference was out on the wire. So, all of the provincial politicians were calling me, the Premier's office, the Minister of Labour, the Minister of Transportation, and said, "Can we speak to you when you arrive?" I said, "It's probably not a bad idea."

So, I did. I met with the Premier, Christy Clark, and I met with Shirley Bond, who is one tough woman. And, I met with Todd Stone, who is the Minister of Transportation. And, they said, "Listen, cancel the press conference." And, I said, "I'm not cancelling the press conference." They said, "You have to cancel the press conference, or we're not going to talk." I

said, "I'm not cancelling the press conference." And, they said, "Okay, well, how about will you postpone the press conference if we're making inroads." I said, "Now you're starting to talk."

I did. For the first measure, we pushed the press conference off from 10:30 to 11:30, I said as a sign of good faith, and we started to bargain, and we started to bargain. And, at the end of the day, brothers and sisters, we came to a solution on our four points that were just slightly modified, and we got a deal.

And, it was funny, because when we first started bargaining they said, "Listen, Jerry, we're very confident that we can get an agreement with your union, but we're really concerned that we can't find a solution with the 1,200-1,300 truckers, because there is just no mechanism in order to get a solution." And, I said, "Well, Christy...", because I always call Premiers and Ministers by their first names. I never get into this Minister or Premier crap. I just don't like it. But, anyway, "Christy, you should know, while you spent all day in the House yesterday trying to order us back to work, we met with the 1,200-1,300 non-union truckers, and we came to an agreement, and we ratified the agreement. So, if you eat these four points, we're all back to work on Monday, or tomorrow." "You've got to be kidding?" "No, I'm not kidding." So, we got the deal done.

The point that I'm trying to make is that it's about solutions. It's about talking to people. It's not about fighting. Anybody can fight. But, it's about finding solutions. And, the governments need to know that they can find solutions if they're not so foolish. So, here, at the end of the day, we got the issues resolved.

I went out there, at the press conference afterwards, and said that Lisa Raitt cost the Canadian economy \$1 billion, and she did, because the settlement a week later entailed the exact discussions and solutions that we had agreed with the federal and provincial bureaucrats a week before.

So, brothers and sisters, I raise it because that is what we're dealing with here across the country. We're dealing with an ideology that isn't based on common sense. It's based on a mechanism that says, if somehow we can push unions around, pushing working class people around, somehow the right movement in Canada is going to be stronger, and that's not going to happen, not in this room, not with the leadership, not with all of you.

So, ultimately, at the end of the day, the deal is done. So, I got a call from Lisa Raitt's office. I got a call from one of her bureaucrats saying, "Listen, we'd like to call just to thank you for the role you played in the Port of Vancouver dispute." I said, "You tell Lisa to stick it." I said, "Have a good day." Click. I'm not wasting my time.

Anyway, you know, I'm not the world's most religious guy, but I think one exists periodically, because last week I was in Ottawa and I had to meet with Kellie Leitch; a week and a half ago, actually. It was just as they were coming down with 525, the final changes, and I was going for the last meeting to try to push things a little bit. And, as I'm walking into the Confederation building at 5:00, out is walking Lisa Raitt, and there was no way she could get around me.

And, I went, "Lisa, how are you, Lisa? I miss you, Lisa. It's been a long time since we've spoken, Lisa." So, I said, "What's wrong with you? What in the heck is wrong with you?" And, I was -- here's where I have to behave. And, I was determined to express my frustration. And, I was successful in expressing my frustration. See, I'm getting better. Who says you can't learn? I'm trying.

Anyway, after I was frustrated, she said to me, "Oh, by the way, Jerry, thanks for the tweet." And, I went, "Oh, which one?" She goes, "The one where you said, "If anybody sees Lisa Raitt, can you please have her call me?"" And, I said, "Well, you didn't call now, did you?" She says, "Oh boy, did I ever get a lot of tweets, and did I get a lot of phone calls." And, I said, "Good."

The bottom line is, don't be disrespectful to our organization. And, don't be

disrespectful to working class people, because the reality is, whether or not you like us, whether or not you respect our organization, you'd better respect working class people, because we are going to be the ones that are going to make sure that we're going to push you, and we're going to make sure that, at the end of the day, you're no longer going to be in government in a year down the road.

David Letterman, number two. Oh, by the way, I've got one more joke. As we finished, we had a press conference in the Premier's Press Gallery, they call it. So, anyway, after Christy Clark gave her speech, I got up and I said, "First of all, I would like to thank the New Democratic Party here in British Columbia. Because of your filibustering, it gave Christy Clark enough time to come to her senses. So, I'd like to thank you very much." Well, the Premier didn't really appreciate my comments, but it was a little humour at the time. I mean, she laughed, but, no, she didn't really think it was funny.

So, anyway, David Letterman's number four. Steve Blaney. Steve Blaney is the Minister of Public Safety. Now, here is what I call disrespect. We have over 2,000 members in the armoured car industry. There have been over 70 incidents in the last 40 years, 70 incidents where our members have either been killed or seriously hurt. Think about the episodes, think about the shoot outs, think about the hold ups, think about the incidents that happened in public places, think about the threat to public safety. And, we have been calling, on and off for over 15 years, for an inquiry. Let's have a discussion on the industry.

So, since the creation of Unifor we have really beefed up the requests and the challenge, because here's what's happened, and here's what continues to happen. The major players like Brinks, Garda, in order to save money, they've gone from three-person crews to two. And, when you go from a three-person crew to a two-person crew, that changes all the dynamics. It makes everything so much more dangerous. It puts innocent people's lives in danger, including, of course, our members. And, based on the last few incidents, there's been two incidents in the last month in a half; one in Quebec, and one in Ontario.

So, we're saying, let's have a discussion. Let's talk about three-person crews. Let's talk about putting into place a system that protects Canadians. You know, they send back a letter, the courtesy letter, but won't even have a discussion. And so, we've been lobbying. We've been to Ottawa. We're pushing the politicians. We're pushing the federal politicians. We're pushing Conservatives. They all agree we should have a discussion. But, do you think Steve Blaney will have the meeting? Do you think that he will call for a study? Not a chance.

And, I can't think of a logical reason why, except that this is an idea coming from working class people to protect working class people, and it just can't be a good idea unless it comes from him. And, that's the type of foolish politics that we're dealing with across the country.

And, you have to know that Rob Ford is going to be on my list; I just can't help it, because he never ceases to amaze me. And, you know, it's really not funny. Some of the things he does, you have to laugh because how can it possibly be? But, when you think about the fact that he's been charged with domestic violence, when you think of his racist comments, when you think of his attack on working class people, when you think of the attack on unions, when you think of just some of the other gibberish that comes out of his mouth, you have to be embarrassed that he would be the mayor of the largest city in Canada.

So, here he does last week, he kicks off his campaign in Etobicoke. He launches his re-election campaign, and he brings out a huge fire truck as a prop, to show "I'm eliminating the gravy train. I'm trimming costs." And, you know what his message was? Because the Toronto Fire Association went crazy, and justifiably so. Because what he was saying, by eliminating waste, was he just announced in the following week was going to be the closure of a fire station on Bloor Street that was making tens and tens and tens of thousands of homes more vulnerable to harm, and he was taking four fire trucks out of the system. And, do you know what the savings is, brothers and sisters, the gravy train? Two cents a day per resident. Does anybody honestly believe that that's

worth the price of public safety?

So, I can start to walk through the list with him, and you've got to know I'm not going to do it. But, he has come out with some classics. We've lost a million jobs in Ontario, so he's going to create a million jobs. Well, right now, according to Stats Canada, there are 580,000 people in Ontario unemployed.

We know there's more than that by the way, because the numbers really don't account for people that have given up hope. It doesn't take into account the hundreds and hundreds of thousands who are underemployed. But, the facts are is he talks about a job plan to create a million jobs, yet everything he does is talking about getting rid of jobs.

And the reason that he's firmly, firmly in place in number three, is the position that he takes as it relates to number two, the Tim Hudaks of the world. Because Ford and Hudak are connected at the hip, and what is Tim Hudak doing out there? He talks about creating a million jobs, Tim Hudak is. But, then he talks about eliminating any sort of subsidies to the auto industry in Ontario where we know there are 500,000 jobs tied to the Ontario economy.

The issue was, the federal or provincial government giving money to Chrysler. And then Chrysler combined would have had a total of \$3.2 billion in investment between Windsor and Brampton. You need to know, brothers and sisters, that would have secured tens and tens of thousands of jobs in Ontario for the long term. Because, when you invest \$2-plus billion in the Windsor assembly plant, that means that that plant is there for another 25 years.

And, if you're talking 5,000-6,000 direct jobs, you're talking another 50,000-60,000 jobs outside. When you start talking about major investments in the Brampton assembly plant, you're not talking about the 3,000 plus jobs in Brampton, you're talking about another 30,000 outside. So, you can't, on one hand, start talking about a plan to create a million jobs, yet not having the foggiest idea of how to keep the ones you've got.

So, he moves into number two, because of his attack on working class people, because of what he did on his position on Right to Work. And, I'm going to spend just a little bit of time on Right to Work, because -- I will only spend a little bit of time, because I know I spent a lot of time with you on his position on Right to Work.

Think about it, a person who wants to be the Premier is going to take a position that this province should be a right to work for less province. That somehow we would find prosperity by lowering wages, by eliminating good paying jobs. And, think about it, think about the facts. I'm not going to spend a lot of time on it, because I know I already have.

Three thousand dollars less a year spent on children's education. Thirty-six percent higher fatality rates, less money for taxes, less money for infrastructure; twenty-seven percent of all jobs are precarious jobs. That's the system we want for our province? That's the type of province we want? And, when the facts show that job loss through the recession during the 24 Right to Work for less states in the United States, in those states that didn't have that type of draconian legislation, the states that had union rights we found the job loss was almost equivalent.

So, the answer is "nonsense." And then what was Hudak's classic move just a week and a half ago? If he's elected Premier, he's going to cancel the College of Trades. Think about it, the Ontario College of Trades is what certifies 22 main trades, electricians that come to your house, electricians in the workplace; auto mechanics that fix your car. I can start to walk through the list of trades. But, you know why he says he wants to close the Ontario College of Trades? Because they're a front for unions.

Think about it. Because of his ideology, and his blatant hatred of unions, he would put lives at risk. He would deskill Ontario workers. So, brothers and sisters, when you are dealing with that type of a mentality, it just makes you mad. It makes me furious. But, it makes me determined. And, that type of determination is what got Wayne Gates elected in St. Catharines a few months ago. Stand up on a chair, Wayne, so people can see you. Listen, he greases me about

my height all the time.

I want to talk a little bit about the election campaign. But, before I talk about Wayne, and I talk about St. Catharines, and I talk about the election, we're going to talk a little bit about number one.

And, it should be no surprise that it's Stephen Harper. And, the list can be much larger than that. But, I mean, I don't need to spend a lot of time on Stephen Harper, because we've been spending a lot of time on what's happening across the country, whether or not it's been 377, 525, C4, proroguing government, Harper struck the democracy of Canada five times, Lac-Mégantic, deregulation, privatization; I can walk through the list. Robocalls, CBC cutbacks, the elimination of the Canadian census; I can start to walk through it all. At war with scientists, challenging knowledge, the fight right now against Medicare, the fact that they won't talk about the Healthcare Accord; I can start to walk through the whole list. It will take me all day.

But, the facts are is he is firmly entrenched at number one, and we need to make sure that we change that. And, our time will come, brothers and sisters. And, look at what he's doing now. Because he knows that the tarnish is off. He knows that the senate scandal has affected him. Look at it. You've got Conservatives, back benchers, now challenging, saying, "We want the right to free votes in the House. So, they're challenging him. They're challenging his foundation.

There's nobody in Canada believes that Stephen Harper didn't know that Nigel Wright gave \$90,000.00 to Duffy. So, his shine is gone. So, he's vulnerable.

So, think about what he's doing. Think about the *Fair Elections Act*. Isn't that a joke? The *Fair Elections Act*, which has absolutely nothing to do with fairness. It's the Unfair Elections Act. And, if you listen to Canada's Chief Electorate Officer, what does he say? That the changes are an affront to democracy. Because what is it all about? It's about making it more difficult for people to vote.

And, who are they going after? Who are they trying to prevent from voting? Young people, for starters, because they watched what happened in Quebec. They watched the student movement in Quebec. They watched students, young people across the country, getting angry because they had been betrayed. So, the Unfair Election Act is really about thwarting their democracy and their voices.

So, it impacts students, youth, aboriginal communities, seniors, low incomes, those that they believe will not vote Conservative. They want to put into place, if you could imagine, an independent commission that is going to answer to the Justice Minister, not to Parliament.

Elections Canada can't even talk about democracy as a part of the Act. They can't participate in the student vote programs. It prohibits, if you can imagine, talking about complaints that come as a result of elections. They can't talk about robocalls anymore. And, of course, they want to talk about increasing the amounts that individuals can fund. Why? Because the rich can pay more than the poor.

And then we talk about temporary foreign workers. And, they came with the changes yesterday, Jason Kenney. And, brothers and sisters, this isn't about whether or not we should have temporary foreign workers in Canada. They deserve to be in Canada. People deserve the right to a decent income. People deserve the right to opportunities. People deserve the right to come into Canada to taste real freedom.

This isn't about thwarting immigration, this is about enhancing it. This is about welcoming people in Canada and saying, here is what the minimum wage is for the jobs that are being performed. And, if you're going to work in Canada, these are the wages. The temporary foreign worker program should not be used to pay people 15 percent below minimum wage.

Think about it, Tim Horton's, McDonalds just the other day, why do you think

Jason Kenney put the rules in place? He just put it in place to affect the restaurant workers. Why? Because the restaurant industry, they were embarrassed. The facts are, think about it, think about the dispute in B.C. over the miners. Think about the RBC. Think about the issues, the debate that's happened as a result of those two high profile incidents. But, aside from all of the rhetoric about putting in guidelines, the fact of the matter is, since the RBC incident and the B.C. mining incident, there's been an increase in temporary foreign workers.

So, the solution is not to throw them out, not to take away their jobs, the solution is to pay them appropriately, what the minimum guidelines are, or what the jobs are paying that are over and above minimum wages. That's what it's all about brothers and sisters.

And, you know that the Conservatives are in trouble. And, you've got to know that they're even having a discussion internally when the C.D. Howe Institute, which is anything but a socialist movement, starts to blame that type of a program, and other such programs, for the rate of high unemployment amongst youth in Canada.

So, when we start to talk about why Harper is number one, you take a look at these types of issues. You take a look at why they won't call for a study to truly give the aboriginal women that are missing, and have been murdered, the right to have a study as to understand why this is happening. Why can't we bring justice to Loretta Saunders and Loretta Saunders' family? Why can't we deal with women's issues in a meaningful way? Why can't we deal with real issues to really truly, truly eliminate violence against women?

So, when you start to walk through all of these issues, it's easy to understand why Harper is number one.

I've got to talk about politics. And, I've got to talk about the politics here in Ontario, because you need to understand, first and foremost, I'm a New Democrat. I was raised a New Democrat. I was raised in a socialist family. We are democratic socialists. My mother was a working class person. My father was a working class person. So, that's my roots. So, I was born, I campaigned, I leafleted, I handed up signs, I canvassed, I did everything.

But, today, we need to think strategically, brothers and sisters. And, I say this with Wayne in the room. Because working class people are under attack today in the province. We are absolutely under attack. And, there may be an election very shortly. There may be an election called as of after the budget comes down May 1st.

And, think about the politics we have today, because right now, the Tories are leading the polls. And, they're leading the polls for a variety of the reasons, and the main reason, of course, is the billion dollar Liberal fiasco over the gas plants. And, the Liberals are in trouble in a variety of areas. And, if we listened to the brothers and sisters yesterday talk about the challenges in the Medicare system, there is a lot of understanding why people are frustrated.

And, I was in Toronto. I was in the House. I was in Parliament. But, our healthcare workers wanted to meet and talk to Deb Matthews. And, they did a lobby. And, they were talking about issues. And, they were talking about more time for residents. They were talking about more time for patients. They were talking about more time in long-term care facilities, more time in hospitals; that was the focus of the canvass.

So, Deb Matthews wasn't available. But, she became available at the end of the day when we spoke to Wynne's office and said you better make sure that Deb Matthews meets with our healthcare leadership, because people are furious. Our members have a lot to say. Our leadership understand what's wrong with the industry, and if your government is serious, then you better start listening to the workers that understand the industry better than you clearly do.

So, they met. So, we're saying to the Liberals -- and, you need to know this. We're saying to the Liberals, you are behind the Tories in the polls. The NDP right now is third in the polls. So, the question now becomes what is it that we want? Because it's really about working class people to me, it really is. It's about the movement, to me. So, it's about a budget that reflects

our wants and needs. It's about a budget that reflects healthcare, education. It's about a budget that needs to recognize that working class people need more rights, because they keep getting stripped away from us.

We haven't had one piece of progressive labour legislation in Ontario in 20 years. So, we're saying to the Liberals, you should put into place rules that make it easier to organize non-union workers. We should talk about legislation that puts into place first contract legislation, so that when we organize a new plant, the boss can't frustrate the bargaining process by locking us out, or prolonging a strike, or frustrating the process at the bargaining table. So, we need some legislation, once and for all, to start to put into place some balance in the system.

So, we are pushing. And, the smokers actually, yesterday at lunch, would have seen some of it, as I spoke to some of the highest profile bureaucrats and politicians in the government yesterday.

So, here's what it's going to boil down to at the end of the day. They're going to come down with a budget. And, we're going to see that that budget has things for working class people. And then the discussion will be, do we have enough power today, or are we going to risk it? And, that's the discussion that Wayne and Andrea, and others, are going to have to have. Because I would suggest to you, today, that Andrea has a lot of power. As a matter of fact, Andrea has tremendous power. Based on what Andrea does, she can decide whether or not the government stays in power until October of 2015.

Andrea, I would expect, is saying that in order to keep your government functioning, Kathleen, you need to do these things for working class people. And you should be doing this, and you should be doing that. And, you should be doing this, and you should be doing that. And, if you, in fact, start to put things in place to make sure that the Medicare system is on its way up, instead of on the way down, that education spending is on the way up, instead of on the way down, and working class people start to have more rights, that if you start to put into place a budget that represents the democratic wishes of working class people, then we will support you.

And, she ought not to be afraid to do that. And, she should be saying that, because that is what we would expect a New Democratic government to do. So, we're going to be all in, brothers and sisters, but we have to be all in as it relates to our rights as workers. We will always support the New Democratic Party, and we will support parties in areas to make sure that Hudak doesn't get elected.

So, that doesn't mean that I'm going to go out there waving a Liberal flag; I'm not suggesting that at all. I'm not suggesting that at all. But, what I am saying is that we've got to make sure that our members' rights are the most important issue on the table. So, am I going to get out there and do what I can in Wayne Gates' riding again? Absolutely. Every sitting Member of Parliament that's NDP, are we going to go out and bust our hump to get them re-elected again? Absolutely. But, are we going to sit back and make sure that we're going to do everything we can to make sure that Hudak gets defeated? The answer is absolutely yes, because it really is about working class people.

So, if we can't find a way to have a Liberal government minority with an NDP party that holds the balance of power to find a way to put into place progressive legislation, then we've got a problem. Because then we're going to gamble, because that's what it's going to boil down to, are we going to gamble? Because if there is an election, dread the thought, we may, may, may end up with a Hudak government.

Then what should we be saying? We should be saying the exact same thing that Thomas Mulcair is saying federally, because you know what Mulcair is saying? He's saying if Harper gets anything less than a Conservative majority, even if he gets the most seats, then he is prepared to join with the Liberals to make sure that they form a coalition government that makes sure that we don't have Conservatives in power anymore federally.

And so, I will suggest to you what's so much different than what we've got going on in Ontario if we keep pushing. So, it's about pushing. We need Wayne Gates, we need the provincial NDP to push the Liberals. We need them to push the Liberals for our agenda. This can't be about anything else besides working class peoples' rights, objectives, needs, wants, and desires.

I'm looking forward to having a discussion with Andrea, and I'm looking forward to having more discussions with Wayne, as we join together to make sure that, a) Hudak is never, ever in power; b) we make sure that we have a progressive government, and if it's NDP, that's wonderful. But, if it's a coalition, then that's fine as well, as long as Hudak is out.

So, anyway, we're talking, and we're pushing the government, as a part of this budget, to come out with an enhanced CPP plan, which is something that has been pushed by the Canadian Labour Congress for a year. So, we are expecting a part of the budget to come with a new Ontario Pension Plan, which will supplement the Canadian Pension Plan. Not the plan that Wynne was originally talking about, not a DC plan.

We're talking about a plan in place that is going to make sure that it complements the CPP Plan. Why? Because when we finally get a government in place federally then we can enhance the CPP plan, and we can start to roll in the plans that are going to come in, in Ontario, hopefully in PEI, and in Manitoba, that's joining with Ontario. So, it's about a long-term vision. We've got to make sure that Wayne and Andrea, and everybody pushes the Wynne government to make sure that it's a part of the budget.

So, what's the federal government doing watching this? Smelling the tea leaves. They came out with an initiative the other day saying, hey, in the federal sector, we think that we need to put into place a target benefit plan. Well, what a diversion, because let's talk about a target benefit plan federally. Because, first of all, they don't want to increase CPP and OAS, and we know that. All of the Premiers across the country wanted to do it, and the federal government killed it.

And, our seniors -- and, I talked about this, and I talked about it yesterday. Our seniors are living in poverty, for crying out loud. Only 30 percent of our seniors have a pension plan outside of a government pension plan. And so, what do they come out with? A target benefit plan.

Now, think about this, 70 percent of our seniors don't have a pension plan right now. So, what does that do for them? Nothing. The employers in the federal sector that don't have a pension plan right now, what does it do for the workers? Nothing. Because, do you honestly believe that they're now going to say, hey, I'm going to put into place a target benefit plan when none exists? Of course not. Let's be naive.

Those in the federal jurisdiction that have a defined contribution plan, do you think you're going to switch to a target plan? No. So, who does it impact? Those employers that have a defined benefit pension plan will see it as more advantageous.

So, what does that do for us? That puts a lot of pressure on us in our bargaining. VIA, which gets so much money from the federal government, St. Lawrence Seaway, the rail section, the armoured car industry; I can start to walk through so many of the industries that are federally regulated, and the challenges that it's going to cause us.

So, brothers and sisters, let's not get caught in the gimmicks. Let's not get caught in what the government is trying to do for the purpose of diversions. So, this really has to be about us. And, when I say "us", I don't mean us in this room; I'm talking about our communities. I'm talking about the non-union workers in Canada that depend on us. I'm talking about how we change the movement. And, I'm talking about how we do it as a working class.

So, in saying this, I want to talk to you now about the Canadian Labour Congress. Marie Clarke Walker, stand up, please. Hassan, stand up, please. Brothers and sisters, let's talk a little bit about the Canadian Labour Congress, and let's talk a little bit about Unifor.

Listen, why were we created? We were created to push. We were created to change things. We were created because we know that things aren't right around here. Let's take a look at it, because what everybody is saying to me at the Canadian Labour Congress is things are fine. Things are fine, we've got a plan. Things are fine. Well, things aren't fine. Things aren't fine.

In 2006, the federal Conservatives had 124 seats and 36 percent of the votes. In 2008, they got 143 seats and almost 38 percent of the votes. In 2011, they had 166 seats and almost 40 percent of the votes. And, boy, we are doing well. And, things are fine. That's not fine. That tells me things are going in the wrong direction. That tells me that things are wrong. That tells me we need to be more aggressive.

And, do you know why we came together as a new organization? Because we know it. We smell it. We live it. We can taste it. We know that it's wrong, and we know that we need to change it.

So, I've had a lot of discussions at the Canadian Labour Congress level. And, you need to know this. The discussions have really been about change. And I want you to remember what we signed up to when we formed our new union in September. Do you remember our founding document? The document was "A Moment of Truth for Canadian Unions". This is a part of our DNA; remember this, okay?

After two decades of fighting mostly defensive battles against the pressures of globalization, employer aggression, hostile government policy, and public cynicism, the trade union movement in Canada faces an enormous and historic moment of truth.

These truths are well known:

- Continued erosion of union density, especially in the private sector, 17 percent and falling.
- Failure of union organizing efforts to offset plant closures and keeping up with the labour force growth.
- Decline in labour's share of national wealth; stagnant or falling purchasing power for working families.
- New levels of political hostility from right wing governments. Examples: Harper's three interventions in free collective bargaining in 6 months; new anti-labour attacks expected in Saskatchewan, which is there now; attacks on CUPE contracts in Toronto; anti-labour laws in 24 U.S. States.
- Aggressive attacks by global employers on key contract provisions and the foundations of unions. Examples: Vale and US Steel conflicts with UFCW.
- A dramatic generational change in the unions as union veterans retire and unions face new challenges in appealing to organizing and servicing young people.
- Growing negative public opinion of unions and the view that unions are self-interested and outdated.
- Paralysis and dysfunction of some (not all) labour centrals.
- Failure of the labour movement to date to significantly restructure and address.

And, I can keep walking through it. Do you remember this, brothers and sisters? Do you remember it? Do you remember the discussion at our founding convention? Do you remember what we all swore? Do you remember what we all swore up to, signed up to? Do you remember what we all committed to each other we were going to do? Do you remember? We were going to fight.

And so, here is the dilemma. The dilemma was, as I met with the heads of unions, I said, "Listen, we've got to do something differently here, because working people are expecting something different. Now, I don't want to fight with you." And, I don't. I don't want to fight with all the heads of unions. I don't want to fight with CUPE. I don't want to fight with all the U.S. based unions.

I said, "So, we need to come to a solution." And, I said to Ken Georgetti,

respectfully, "Ken, you're almost 62. You've got heart problems; you've had some issues. You've been around for 15 years. It's time for you to respectfully retire." It's a tough thing to say, and he wasn't very pleased, but I have to do that. I have to be honest; I have to be straight.

Did we have a tough discussion? We had a tough discussion. And, I say it on the premise that I knew he was leaving in September. And, you need to understand this. When I met with him, when I first got elected President, I met with Ken and we talked, and he was going to retire. So, others convinced him to stay. They convinced him to stay.

But, those that convinced him to stay never asked Unifor what our opinion was, because if people make a decision as it relates to whether or not we were going to continue the same course in Ottawa, then I am not going to adhere to the decisions of others that do not include all of you in this room in the decision-making process.

Ultimately, I called a meeting, and I had a conference call with all the heads of unions, and I said, "Listen, there's a movement going on, and I feel it within our organization." I feel the frustration of the Congress. I feel people want change.

The activist base is screaming for change. The labour councils are screaming for change. The federations of labour want change. People want a new direction. I'm feeling it. What about the rest of you? Because we should use this opportunity to make the change.

"Everything seems fine in our unions." "Nope, Jerry, I'm not hearing anything." "Nope, everything is fine. The problem is you." Well, guess what? The problem isn't us. The issue is our desire to build a better movement in Canada. And, brothers and sisters, if that means we need to challenge the trade union movement in order to do it, then we're going to damn well challenge the trade union movement to do it.

So, we are going to have a convention. And, we are supporting Marie Clarke Walker. We are supporting Hassan Yussuff. So, we are having a real discussion about change. And, I honestly believe in the 57 history of the Congress, do we not believe that it's really time to have a worker of colour lead Canada's largest federation?

Brothers and sisters, we need to come to Montreal. And, I know a lot of you in this room are not registered. But, we can't talk about the type of working class change, the social justice issues, the issues that are so important for each and every one of us, without us being prepared to go to Montreal to change the Canadian labour movement.

So, I understand there was a discussion, and Paul raised it. And, we're having a discussion about finances. And, local unions need to make discussions about how they spend their money. And, we will decide whether or not we're going to have two regional councils next year, because you've got to know we need a lot more meetings. One thing about our organization, we're going to meet, we're going to talk, we're going to challenge each other, we're going to stick up for each other.

If we've got a problem in Thunder Bay, we've got a problem in Sault Ste. Marie, we're going to have a problem in Toronto; all right? That's going to be our organization. And, we're going to talk about it.

So, when our members in the media sector, as they are today, going through significant challenges, think about it, because our members are under tremendous attack, whether or not they work at the Toronto Star. Watch what's happening at The Globe. Watch that's happening at CTV, Bell. Watch what's happening in the radio industry. Watch what's happening in the entire industry. Why? Because there really is a move away from print to Blackberries, to tablets. Technology is changing. So, we've got a lot of bargaining coming up.

We've got some key bargaining coming up. I'm looking forward to sticking my nose into CTV bargaining. I'm looking forward to sticking my nose into media bargaining. I'm looking forward to it, trust me.

I'm looking forward to getting involved in the healthcare bargaining. I'm really

looking forward to getting involved in healthcare bargaining in Nova Scotia, where McNeil, the Premier, just passed legislation that took away bargaining rights from 40,000 healthcare workers in Nova Scotia. And, if he thinks he's going to push around our members in Nova Scotia, then we're going to have something to say about it, because we're going to go out there in full force and we're going to push them back.

So, this is about our members, and this is about the type of movement we are going to create. So, we need to think about some of the bargaining that we've gone through in seven months; the successful negotiations at Casino Windsor. I want to think about the London Free Press. I want to think about the auto parts bargaining that is so, so difficult, but we've had some successes as we start to turn it around. I can start to walk through all kinds of negotiations, and for the lack of missing lots of them, I'm not going to start to go through the list.

But, we're starting to be more aggressive; things are starting to change. We're starting to win some pay increases. We're starting to get back some benefits. We're starting to change the tide. And, we're going to change the tide collectively. And, let me tell you one key set of negotiations that is going to have an impact on our organization.

Last week, we kicked off pulp and paper bargaining in Montreal. We have 10,000 members in the forestry sector in Canada, and it's pattern bargaining; just like the former CAW would understand in the auto industry. So, we chose the target, and we chose Resolute. And, Resolute is the former Abitibi-Bowater.

And, three years ago, they were in CCAA protection when the union went into bargaining. And, a lot of us know what it's like to go into bargaining in CCAA protection; it's called survival, and it's ugly. And, it's necessary, because it really is about choices.

And so, we make tough choices. But, we make tough choices so that we can fight for another day. So, three years ago, our 2,000 members at Resolute took a 10 percent pay cut. They gave another 10 to 12 percent in benefits, vacations, time off the jobs, holiday pay, stat holiday pay, a whole list. In total, about 18 to 22 percent, and over and above that, when they went back to the workplaces, they had to find another 4 percent in savings. They had to outsource work. They had to bring in contractors. They had to do a whole host of things that were difficult.

Here we are, three years later, in bargaining. Resolute is doing very well. The Canadian dollar, here's why it's so important. For every one cent drop in the Canadian dollar is worth over \$10 million to Resolute. Today, the Canadian dollar is at 90 cents. Just in the last year, it's a \$100 million change. \$100 million.

So, watch this. One year after CCAA, Richard Garneau, the CEO, gave himself a 22 percent pay increase. Last year, he gave himself a 95 percent pay increase. In three years, he has stuck over \$6 million in his pocket. He just bargained himself a severance package that when he leaves he can get up to \$7 million.

And, they showed up at the bargaining table on Monday, of which I was there, and they told us that as a part of this new set of negotiations that includes 19 collective agreements, we're going to give more. We are going to give up our post-retirement benefits for future employees. We are going to modify the existing post-retirement benefits for our actives before they head into retirement. We are going to slash more benefits. We are going to take more time off the job. We are going to reduce vacation pay. We are going to have all kinds of additional changes.

Let me tell you, brothers and sisters, that's not happening. That ain't happening. Not one damn bit of it is happening. So, we told Resolute that some of you seem to be doing very well, and you forgot why you're doing very well. Because what our workers gave, we are expecting a chunk of it back. Because what we gave was an investment in our future, and the payment that we made three years ago is today.

So, we are going to put together one hell of an agreement for our members in

the forestry sector. Do you know why? Because they bloody well deserve it. That set of negotiations is going to send a message to the other employers, our bosses for all of us sitting in this room. And, that message to all of the employers is going to be that we're turning a page, brothers and sisters. Is there going to be some tough bargaining? Absolutely. But, we are going to go in more determined than we have ever been in our lives, because our time is now.

I want to finish my remarks by talking about the one-year anniversary, April 24th, of the Rana Plaza Garment Factory collapse. And, I listened yesterday, and there were a lot of tears around the room as we talked about health and safety, and the importance of health and safety. But, think about this, because we can't forget what happened here one year ago.

It was an eight storey building of which the top four floors were garment factories. And, it was a building that the top four floors were built without a permit. The building was owned by the son of one of the most prominent politicians in Bangladesh. On the 23rd of April, they found a bunch of cracks in the walls and on the floors. And, the workers on the bottom four floors that worked in businesses and worked in a bank never came to work; were told not to go to work. But, 5,000 garment workers were told to go to work.

On April 24th, the next day, the building collapsed; 3,100 people were injured, almost over 1,100 died. Women, young children, boys, girls, and what's happened? There was a cry, a universal cry, from the world. The trade union movement globally reacted. Uni, IndustriALL, pushed. They forced, and I mean forced, the 28 Western companies that took advantage of these workers that were paid \$33.00 a month, they told them to pony up the money to pay.

Right now, less than half of those 28 companies have put in one cent. Instead of the \$40 million that they talked about, there's only \$15 million. Last week they started to pay out to the families, \$640.00 per life. Per life, \$640.00. The international movement was able to push the wages from \$33.00 a month to \$67.00 a month. But, the workers are asking for \$100.00 a month.

And, I talk about the tragedy because we can never forget. Because, as that happened in Bangladesh, there are thousands and thousands, and tens of thousands of workers around the world that are dying. Two of our members from Suncor have died since the middle of January. A young man died last week. Three other of our brothers in Suncor were fatally injured. Fatally. So, the fatalities in Suncor since the middle of January in Fort McMurray could easily have been five, not two.

So, when we talk about April 28th, it has to be about a commitment. It has to be a commitment to each other. It has to be a recognition that though we have done so much, there is so much more to do, because when you start to take a look at the numbers, the fatality rates in Canadian workplaces aren't dropping, they're staying the same. So, we can never, ever forget that. We can never, ever forget the losses. And, as a trade union movement in Canada, and as a global trade union movement, we can never stop the fight, because an injury to one is truly an injury to all.

And, brothers and sisters, we have to commit stronger than we ever had committed in our lives. That our fight for social and economic justice is just not about the temporary foreign workers. It's not about unpaid interns. It's not about pushing governments to raise minimum wage. It's not about health and safety legislation. It's not just about all of these issues. It's about changing the social and economic fabric in Canada, so that our young people, and our seniors, and working class people, can live in the dignity that we all deserve.

And, brothers and sisters, we can do this. And, we can do this when we fight as a movement. Unifor was born to do it. So, let's get it done, brothers and sisters. Thank you very much.

KATHA FORTIER: So, once again, Jerry has gone a little bit over his time. But, thank you for those great remarks.

I'm going to ask Marie Clarke Walker to come up to the stage. And, I know people want to move around, but it's very important that we are here to listen to our next speaker.

Marie Clarke Walker, of course, is the current Executive Vice-President of the Canadian Labour Congress. She has served in that position since 2002, and she is, of course, a CUPE member, rising up through their ranks. First, of course, a CUPE Ontario Equity Vice-President, and her union's first ever Diversity Vice-President, of course, before she went to the CLC in 2002.

You will find in your documents on your table that Marie has written an open letter to the labour community about the challenges that she has faced personally at the Canadian Labour Congress. And, we just welcome her to share a few words with us again today. So, please welcome Marie Clarke Walker.

MARIE CLARKE WALKER, EXECUTIVE VICE-PRESIDENT, CLC

MARIE CLARKE WALKER: Good morning, everyone. First of all, let me thank you very, very much for this invitation. It's my first time addressing any Unifor crowd. So, I'm very, very happy to be here.

Before I start my remarks, I must say that you guys, a lot of you don't know what our CLC Exec meetings are like, but let me tell you, Ken Lewenza and Jerry Dias have been a breath of fresh air, because they call it the way they see it, and they do that all the time. So, thanks to Ken, thanks to Jerry.

Jerry also talked a little while ago about a We Care with the kids and labour education centre. So, can you imagine spending your entire life in a labour education centre educational? That was what it was like for me growing up.

I want to just touch on the letter very briefly. You all have it. If you have any questions about it, I am more than willing to talk about it, to talk to you one-on-one, but I don't want to spend a whole lot of time on that.

I want to let you know that I am still here, and I am still here because of you. You are the ones who make me strong. You are the ones who help Hassan and myself, and everyone else who is progressive at the Congress to do the work that we do every single day, even though we get shot down.

I want to take a little bit of time to reintroduce myself. I am the daughter of two trade unionists; one, a retired human rights expert, feminist, that I look to for strength every day, Beverly Johnson, who is my mom. She is here. I don't know why she's playing shy. She's just sitting there. Wave, stand up, let people see you.

And, my dad, who lives in the Caribbean, but is a labour lawyer, criminal lawyer, but is a Marxist. So, I grew up, like Jerry, in a very left of centre socialist Marxist home.

And, I also want to thank Jerry for using the phrase "working class". We have moved away from that in the labour movement, but that's who we are. We are the working class. We represent the working class. And, we need to be proud of that, and say that all the time.

Why am I running again? You guys will see in the letter, I've been through hell and back. But, I believe in this movement. I believe it's the best way to create positive change and good living conditions for everyone, whether you are in the movement or not.

The labour movement is good for all folks, especially those who are marginalized, disenfranchised, or have been silenced. Particularly, aboriginal folks, racialized folks, people with disabilities, the LGBT community, and women, who all continue to find themselves over-represented in precarious low wage employment, and are unemployed or underemployed.

My belief, as long as I can remember, is that the labour movement makes things a lot better for everyone; not just you and your families, but the entire community. In 2002, we pushed for a movement that was more progressive and left of centre. And, for the first three

years, I can say without hesitation it was. We did push. We were inclusive. We did push a left of centre agenda. However, things changed.

Over the years, for those who don't know me, my Congress credentials have been extensive. I've worked on many files, from poverty to homelessness, to peace and disarmament, health and safety, women's issues, solidarity and pride issues, transportation and security. So, I've worked very, very closely with both former CEP and former CAW, which is now Unifor. So, I've worked very, very closely with all the affiliates and the general public.

Over the last number of years, I've been doing a lot of work in Toronto. And, if you read the letter, you will figure out why I've been in Toronto. This is where I've been assigned to. But, I can't say it's been all bad, not the work that I've done.

It's been working to bridge community and labour. And, I think we've been successful in getting unions and community to work on common issues. I think that does a lot of things. It educates the community, and it also saves on resources, because everybody is pooling their resources. Therefore, we have a lot more left in the kitty to spend on other issues.

I think that we also must continue to work in solidarity with progressive organizations, because we have resources, as a labour movement, and we know that, Jerry talked about that, between Hudak and Ford and Harper, they have disseminated a lot of the resources that community organizations have to do the social justice work that is very badly needed.

As a union movement, we've won many things for all Canadians. Most of which was by working together as a movement, and working in solidarity with like-minded community organization, and I think we must continue to do that. We must continue to talk about these things, and not assume that people know. We must continue to talk about what the unions have gotten us. We make assumptions that because people are sitting in a room like this, or because they're sitting around a union exec table that they know. Wrong assumption.

I've had conversations with people that have no idea about labour history, have no idea about the structure of other unions, or even their own union. So, we need to continue to have those conversations, so that people are aware.

What are we trying to do? We're seeking change, but that change doesn't mean abandoning what has worked at the Congress thus far. We have campaigns like the Temporary Foreign Worker program, Working Voices, our pensions campaign, and our fairness campaign, all doing very, very well.

That change that we're seeking is more about respect. Change in the way that we do things. We can enhance our successes and try to think outside the box, and get better results. It's nice to hear Jerry talk about the working class. I've pushed that already. I think it's very, very important that we continue that conversation. But, it's also important to work in a bottom up environment, where we listen to our membership before we go out and dictate to our membership as leaders what we need to do.

At the Canadian Labour Congress our most successful campaign, and it's a credit to Hassan Yussuff, I think, has been our municipalities campaign, our municipal elections campaign, where we go into various communities and ask those communities what is important to them. And, ask those communities what is the best way to make sure that all of the issues that they've identified actually get raised and actually get worked on by the larger labour movement. I think that's what we need to do with all.

And, that's what's happening here with Unifor. You guys decide what you need to do and then you take that out to your membership and push it from that level. Whatever it is we do, we must ensure that there is a class and equity analysis, meaning looking at each of the issues through a lens of equity and class.

Today, more than ever, the racialization of our movement demands that we do this. The movement is increasingly racialized and female, while jobs are becoming more precarious.

So, we need to continue to work on issues that impact all folks in a positive way, treat all folks with respect, work together with communities and likeminded organizations. Move away from "we are the union and we know it all." Spend time listening to folks and their ideas.

Immigrant ideas, people who are immigrants to this country, and it's most of us in this room, unless you are of aboriginal descent. The immigrant experience is extremely important. So many folks have come here from other countries, where they dealt with the things that we are currently dealing with now. And, we need to take those experiences, and include them in the work that we do, because in some cases, they've been very successful, or they've seen what we are going through now, and can give us a different idea as to how to deal with it. And, all of these things that they've dealt with, if they haven't come here yet, they're coming down the pipes.

We need to work on issues together, like saving Canada Post jobs. In doing so, I think we also save Unifor jobs, because there is a trickle-down effect. We save Canada Post jobs and letter carrier jobs. There is the pulp and paper industry. We have to write letters, pulp and paper industry. There's the CUPE jobs. CUPE jobs are the staff jobs in Canada Post. So, we need to continue to work together with like-minded unions to push our changes and our ideas.

We also need to be more proactive, rather than reactive, and being constantly on the defence. Jerry talked about that. I don't need to go into all of that. And, I know that my brother, Hassan, will touch on that as well.

All of this can be done, and the movement can be more meaningful, vibrant, militant, and active. I also know that my brother, and yours, is supportive of doing things differently. I look forward to working with both Jerry and Hassan in a bully-free environment. If we don't do that, and if don't start to do things differently, if we don't start to make the changes that are necessary, brothers and sisters, there will be no movement.

Let's remember the past, the positives of the past, and work on those, and continue to put those forward. Let's remember the negatives, but we can't dwell on that. Together, let's create a future that we can all be proud of, and that is still around for our children and grandchildren.

Sisters and brothers, I still don't know who is going to sign my nomination papers. I'm still hoping that my union will do the right thing, and do it. But, I promise you this, come hell or high water, I will be there. And, I will be there running for elections, fighting for change in the labour movement, fighting for you, and fighting with my brother, Brother Hassan Yussuff.

Together, let's create, let's provoke, let's get to action, let's change this movement for the better. Thank you very much, brothers and sisters.

KATHA FORTIER: Thank you so much, sister. Thank you for coming today, and the delegates were very, very thrilled to hear from you. I do want to ask Brother Yussuff to come up to the stage. We're calling him, for the record, his name is Brother Yussuff for the next two weeks, to avoid any confusion whatsoever. So, please call him Brother Yussuff. I could read you his bio, but instead of doing that I'm going to tell you something else about a message I just received from a friend of mine on Facebook, Evelina Pan.

Some of you may know her. She was a COPE member, and President of the Labour Council in Thunder Bay from 1996 to 2008. And, she sent me a message just to say that the Executive Board supported it. She wasn't able to go to the meeting at the Labour Council, but she wrote,

"This is the first time in years that we have a real choice in direction of our movement, whether to continue limping along, or to boldly step up and regain the trust and confidence of working people from coast to coast, and return us to a more activist base of operating."

And, if Brother Yussuff can earn that kind of endorsement from Evelina Pan, a mentor of mine, then I'm sure he's more than worthy of the support. Of course, many of you know

that. The Thunder Bay District Labour Council, made up, of course, of several unions, actually unanimously passed endorsement for Hassan last night. So, without any further ado, please welcome Brother Yussuff.

PRESENTATION: HASSAN YUSSUFF, SECRETARY-TREASURER, CLC

HASSAN YUSSUFF: Thank you very much, Katha, for the kind introduction. And, thank you so much to Dino, to Jerry, and all others, for, of course, inviting me. Of course, as you know, I don't wait for you to invite me to come here. I come here regardless of whether you invite me or not, because I know I belong here.

But, it is also for our new union, and all the new delegates that are here, maybe for the first time, in this Centre. This place is not only special for you that are here today, but it's special for all of us, because I think what it reminds us is the strength of who we are as working people. The opportunity to come here and debate issues, the opportunity to come here and learn, the opportunity to come here and build relationships and friendships is what this organization has been all about.

And, for many of you that are new, I used to come here back in the old days, in the old Centre, which many of us would not like to remember. What was fundamental about coming back in those old days in the Centre, it reminds us very much about the importance of education, and learning and growing, to become better workers, better leaders, and more importantly, better trade unionists.

I had the good fortune, of course, of growing up, at a very young age, in this union. I cut my teeth in this union, for the most part, and all the opportunities that I've had, I think have made me a stronger person because of what I've been able to appreciate from this Centre, in terms of its orientation.

So, sisters and brothers, of course I am here today to talk to you about something very important, the future of our labour movement, the Canadian Labour Congress, with 3.3 million workers across this country. And, this is an option, I think at the upcoming convention, fundamentally, in my view, to take a look at the challenge you are faced with, and what this opportunity really allows us in terms of direction.

There is no question in terms of the challenges we are faced with. Jerry talked enormously about what our members are faced with every day, both in this province, but right across this country. This convention and the CLC coming up, I believe, is a watershed moment, not just for our unions, but fundamentally for the labour movement.

The attack that we have been endured from governments, from Stephen Harper, and the mini Harpers right across this country, on working people has been unprecedented in the history of our movement and our country. I have never seen such relentless attacks no matter where you go. Let me give you some examples.

Jerry talked about it, the most recent one, Bill 525. We've always had card check at the federal jurisdiction. As a matter of fact, when the testimony was happening before Parliament why this bill was necessary, not even the employers came out to say they support the bloody bill. But, by the way, despite that, card check is now gone federally.

This government, since they've got their majority, five times they've intervened in collective bargaining on the pretence that workers should not have the right to determine their economic outcome at the bargaining table, because this government deems it right, that that's the right thing to do.

I remember very fundamentally Canada Post workers, working with them during that difficult period when they were locked out, and this government legislating them back to work. Not only did they legislate them back to work, they legislated them with the most draconian measures in the history of the labour movement. Final offer selection, that's it.

The employer got to pick what the outcome is going to be in the arbitration. There was no negotiation, there was no mediation. And, to the credit of Canada Post, and CUPW, the employer saw it fit to sit down and negotiate with those workers to find a collective agreement, despite the fact that legislation prevented them from doing that.

Air Canada members, CUPE members, IAM members, the Pilots, the government intervened. I remember when our union went on strike. I was in Parliament as they were debating the back-to-work legislation, talking to Brother Ken Lewenza on the phone at 3:00 in the morning that this legislation is coming.

Our members spent an entire decade trying to keep Air Canada floating. And, when they got the first opportunity to bargain, we have a mean-spirited government that says, "It ain't going to happen". For all their sacrifices, they were told they are not going to be able to bargain their future. Our union said, "The hell with you, we're going to cut our own deal."

Think about a government, in its authoritative manner, how it treats workers in this country. There are many times more Air Canada workers than rail workers in this country. Sisters and brothers, I can go on at length. But, the attack by the Harper government will not stop. It will not stop. And, I could go on about the other attacks, most recently public sector workers; 80 percent of the bargaining unit is now declared essential service. Can anyone of us in this room tell me how you're going to maintain a strike when only 20 percent of your members could withdraw their services? It would have no impact.

The right to refuse, the best piece of legislation in the federal jurisdiction; the broadest protection for the right to refuse unsafe work; the most fundamental rights of going to work to determine if your life is endangered, or you might endanger a future brother or sister beside you, you can invoke the right. In a snap of a finger it was gone, because the government had the authority to do so.

Let's talk about the social gains. Harper goes to Switzerland unannounced, but you have to work two more years to qualify for OAS and GIS, when there is no single justification for why that change is taking place. Not a single justification. What that means for working people, he says, "I can make it more and more difficult for you, and you're going to work harder, you're going to have to work longer".

Sisters and brothers, I can go on at length about this government's agenda. And, most recently, the so-called *Fair Elections Act*. There is nothing fair about it, and it's not democratic. But, yet, they have a majority, and if they decide, they can ram it through Parliament. The list goes on, and on, and on.

We've been waging a campaign for the poorest citizens in this country, seniors, who get GIS. The poorest people; my mother is one of those people. With a 15 percent increase in GIS, we would eliminate every single senior out of poverty in this country. It would cost us \$1 billion, yet billions more has been spent on tax cuts for corporations who today are hoarding almost \$600 billion in their bank accounts, and not doing a bloody thing to build the economy, but yet we can't take care of the poorest citizens in our country.

Sisters and brothers, I could go on at length about the meanness of this government. We've never seen a government more determined. And, I'll end on one last point for all of us in this room. You've heard it from our healthcare units, the sisters and brothers who were talking about healthcare. If the funding formula the Harper government recently announced two years ago in Victoria, B.C., was to stand, sisters and brothers, our national healthcare system is gone. It's gone for good.

When we created the national healthcare system, the commitment from the federal government to the provinces, they would contribute 50 percent of the cost. Today, the federal government is less than 20 percent. And, if the new healthcare formula should take effect, it would be close to 16. Have no illusions, we will not have a national healthcare system in this

country.

Sisters and brothers, Tommy Douglas told us we could do better. He said we could do better, because he was a courageous leader. He recognized fundamentally government can use their power to make good for the rest of us. And, the reality is, this government, in a systematic way, is rolling back decades of gains that we've made in this country, all because they have the authority to do so, and they've got a majority.

Let's talk about what's happening in the other places. Here in Ontario, Tim Hudak is wagging his finger to us and says, "Yes, I am not going to do Right to Work in Ontario. You know why? Because the private sector union density is 16 percent. They're really irrelevant anyway. Why am I wasting my time?"

I was just in Alberta this week. They introduced the most draconian measures to attack public sector pensions. If that legislation was to pass, there would be no semblance of any kind of benefit of what public sector workers would get. I was in Saskatchewan a day later, the Brad Wall government, again attacking workers in that province. I was in B.C. a day later. Teachers are going to go on strike very shortly, because this government decided that public education is not a priority. Tax cuts are a priority.

I can go on at length, sisters and brothers, about the austerity agenda across this country. And, for too long I've watched. Fifteen years, Ken Georgetti has been the President of the Canadian Labour Congress, 15 years, and not once have we decided we're going to mobilize the base to fight back. Well, if we don't fight back, we're not going to have a future in this country.

Sisters and brothers, it could be the status quo, and we will walk backwards. We will give no hope to new generations of Canadians across this country. Every day we struggle, as you talked about this morning, and Jerry talked about. We go to the bargaining table where employers are coming up with demands to roll back.

The private sector unions bargaining pensions is almost becoming an extinct discussion at the bargaining table, because employers just say, "We no longer want to be involved in providing pensions for our members." Union density, our fundamental leverage across this country, is dropping. We're barely holding on to 30 percent density across this country. And, of course, you know the result of private sector density.

Sisters and brothers, if it drops below 30 percent, we will have no power to influence the agenda. Look at our American friends, if you don't believe me. They can make all the noise they want in the United States. No government takes the American labour movement seriously, because their density has dropped too low. We cannot allow that to happen in this country. What we have to do is to grow density.

We have to increase the density. But, new generations of workers coming to our country need to know the opportunity to join the labour movement. I came to this country as a young immigrant, and had the good fortune to go to a workplace and get a job. I made \$3.35 more than the previous job I was working at, all because there was a union in that workplace. I got the opportunity to become part of that.

Sisters and brothers, I can't tell you the significance of this CLC convention, because if we don't change direction, if we don't change the direction of the Canadian Labour Congress, I am fearful of what will happen in this country. But, more importantly, what would happen to our labour movement across this country, because it's not just in the private sector, it's also in the public sector.

So, why do we need to fight? For too long we've been playing defence. And, my motto is simply, as the President of the Congress, we are going to go on the offensive to say, "You bring it on, we'll meet you half way." We represent 3.3 million members across this country. Not 3,000. If we start to engage them in conversations and say we're going to mobilize, they will join with us. They will join with us, because workers want to fight. Like, everyone in this room, we

have kids, and grandkids. We want them to have a better future. They will not have a better future if we continue to erode the social fabric of this country. And, we can't allow that to happen any longer.

Why should government scapegoat us for the problems that they create? We had nothing to do with the financial crisis of this country or the economic crisis. Yet, workers are told day in and day out, they must take less. Yes, the banks' profits continue to go up, and the rich continue to get tax cuts. And, working people are told, "You've got to take less, you're too demanding, you're too greedy." "Pensions, oh, that's something of the past, we can't afford that anymore. You have to work longer."

Yes, yes, you can put your money in RSP. Well, you might as well go out on the streets and give it to a homeless person. You would be better off, because by the time your RSP savings are done over a lifetime, the bank will have taken 40 percent of your earnings for doing little or nothing.

Sisters and brothers, the mobilization we need to start in our movement across this country has never been more fundamental, because we are activists, and we, as leaders, have to take some responsibility. They are never going to give us what we want, unless we are prepared to fight for it. We know that every day in our struggles at the bargaining table. We've got to be prepared to fight for it. And, our activists, I believe, are there.

We need to challenge the austerity agenda, not only federally, but also at the provincial and the municipal level. Why is it that government after government keeps telling us we can't do better, we have to cut taxes? Despite all of that, we can't see the jobs coming back.

We must give hope to whole new generations of kids, your kids, who are told to go to university and get an education, only to be told they can't find a decent job. In the City of Toronto, the largest city in our country, the richest city in our country, people are doing three jobs to make ends meet. Three jobs. And, yet, we are told, "We can't do better."

I have a young daughter. She's five and a half years old. At some point she will grow up. As a parent, I know one thing, if I don't fight to make sure she has a better future, shame on me. And, that's the same thing for all of us in this audience. We have that responsibility.

Work in this country should be rewarded. That's what we've got to get back on the agenda. And, wealth should be shared. Equality and social justice is the fabric of what built this nation, and we've got to reintroduce it to Canadians from coast to coast, and say we're going to fight to make that the number one priority right across this land.

Sisters and brothers, it is, of course, a challenging job to lead the Canadian Labour Congress. I've been there for some time, I understand that. But, more importantly, I bring my strength, my conviction, and my leadership qualities to that job. I understand what it's like sometimes to overcome barriers, and to fight. But, more importantly, I understand every day it's your experience that shapes your outcome.

I worked in this union when I first joined our union staff; I was an organizer. I understand the difficult job of organizing workers to join unions. It shaped my orientation, the challenges that organizers face every single day.

I was a service rep. I know what it's like going to the bargaining table to be told by the boss, "You can't get that demand." I also know the importance, both as a staff, and as a bargaining committee to tell the employer, excuse me, at the end of the day, when it's all over, you better make sure you understand one thing. If you don't concede to our demands, we're going to take you to the streets, because at the end of the day, every worker should understand their union is to lead them forward, not to walk them backwards. That's the fundamental responsibility.

Yes, and politics do matter. Jerry talked about the importance of politics. Like, many of you, I've been a social democrat, an NDP-er. For twelve years I've been co-President of the

federal party. Why? Because I think it matters. When workers go to the polls, they should be given options. And, fundamentally, I think our party can do better, and better represent the interests of working people. And, it is critical that people understand that.

It is important that we try and convince our members. But, equally so, our party needs to recognize and understand, this is a partnership. It is their responsibility to demand and represent the interests of working people. That's why we need a party in the House of Commons, and our legislators across this land, to challenge, to say we can do better. And, that is, of course, what I continue to fight for.

Most recently, two years ago, I was elected President of the Trade Union Confederation of the Americas, a 50 million member organization of 26 countries. I have experience. I understand the importance of being a leader, and this upcoming CLC convention is about a different vision, a different direction. How can we better connect with our activists across this country? They've been waiting for a leader to lead them, to reconnect with them, to say, yes, they matter in this movement.

We're at a crossroads in this movement. We could simply say, as Jerry says, everything is fine, everything is okay; watch our union density drift away, and give Stephen Harper another mandate. But, fundamentally, I think, brothers and sisters, we have to have a new vision, a vision that says we can build a stronger, more vibrant, more inclusive movement. But, we could also build a better country.

Our federations of labour, the 12 federations of labour across this country have to be partners with the Canadian Labour Congress. Similarly, of course, more importantly, our labour councils; they are the backbone of our movement. Day in and day out at the community level, they struggle to give voice to our movement, to work with their affiliates on the ground. As the President of the Congress, I will be their ally in supporting them and putting the resources that are necessary for our labour councils to be vibrant and active in our community.

The demographic shift that is taking place in our country between the old and new is real. We will not turn our back. We will not turn our back to the demographic shift. We have to embrace change. We have to support change like we have done in our own union, to say the diversity of this country is the strength of the labour movement. Workers of colour, aboriginal workers, and new workers, belong in the labour movement. They should be part of our labour movement. We have to outreach.

The Conservative party has done a much better job, by the way, making inroads in those communities. We've got to try that much harder. As the President of your Congress, believe me, I would lead from the front to go out and make connections to those communities to say the labour movement is your friend. We defend the things that matter to you, and we are going to fight for the things that matter to you, and we will be there with you to defend your interests. But, more importantly, to ensure you have good jobs, where people have decent benefits. We have a social program in this country where we can take care of each other.

Sisters and brothers, the labour movement, of course, has to work with coalitions across this country. If we have the power, by ourselves, to change this country, we would have done so. We need to recognize. The environmental movement is our friend. We have to work with environmentalists, because whether you like it or not, if we don't change our ways, this planet is not going to be around for very long.

Climate change is real. We need to recognize it. We need to recognize it and we need to do everything we can in the trade union movement that says, yes, embracing change to protect the environment is about the future of humanity, not only for our country, but for the entire planet.

You need a Congress to say these things matter. And, more importantly, sisters and brothers, it's also about the resources of the CLC, how you prioritize how that resource

is spent. The CLC has a very good campaign that is going on right now. It's called Fairness. The ads are good; there is nothing wrong with them. It makes us feel good, we're taking back some public space and talking to Canadians about the true values of the labour movement, about the good we do. But, more important, sisters and brothers, is also the workplace campaign, the member-to-member campaign.

But, no matter how good we do those two things, they are not going to mobilize our members, and they are not going to get them to the ballot box on Election Day. And, we have to, of course, equally resource the ground war, as we do resource the air war. If we're not resourcing the ground war, we will not defeat the Conservatives in 2015 across this country.

So, I want to conclude, sisters and brothers, to say to all of you, there are many things in the Congress that I recognize that we have done that is right. And, I understand the challenge that we face. And, I've been part of some of that and, of course, extremely frustrated.

But, Georgetti had 15 years in the Congress. Our union supported him for 15 years, and there are those who tried to revise history today about what we are doing. He needs to go, because if he doesn't go, this movement will not change. We can't follow the same path anymore.

I want to inspire activists. I want to engage them. I want them to feel that the President of the Congress is their friend. I want to be the President of the CLC, not the CEO of the CLC. There is a fundamental difference.

And, one thing you'd better understand, which most of you know me, I will tell it the way it is. I want to lead. I don't want somebody to call me on the phone and say, "Hassan, we're having a struggle and the CLC needs to be there". I will be there because I understand that's where the President of the Congress should be. Where workers are struggling across this country, the CLC needs to be side-by-side with all the affiliates, and those activists and leaders saying, "We're going to fight with you to ensure you win, and give you the support that you need."

Sisters and brothers, this is a huge effort coming into this convention. There will be almost 4,000 delegates at this convention, mark my words. It will be the largest in the history, because some are very fearful about the kind of leadership I bring. It isn't going to be the status quo. It isn't going to be business as usual, because if it's business as usual, I don't need to do this. This is a waste of our effort.

But, the labour movement does matter. It matters fundamentally, because this is the one organization we have where all of us can put their hands together and say we're going to fight together. I'll give you two examples in the past history of this Congress where we've brought workers together.

When Trudeau came in the 1970's and said we're going to have wage and price controls, and we should just accept it, it was delegates at the Canadian Labour Congress who said, "Screw this, we're not going to go to the bargaining table and acquiesce to your agenda. We had nothing to do with the economic crisis of our country in the '70s, we're not going to negotiate wages to suppress our economic interests."

That was passed at a CLC convention, and workers from right across this country, from different affiliates, came together and said, "We're going to challenge that agenda."

In the 1980's, some of you may remember, employers were demanding concessions after concessions at the bargaining table. It was at a CLC convention where delegates said we're going to take a common front; we are not going to support concession bargaining.

Yes, some workers lost their jobs. Some of our workplaces closed. But, do you know what happened at the end of the day? Because we took that position at the CLC convention, we changed the course of history. Rather than giving things up, we were able to keep things in our collective agreement because the boss understood that 3 million members of the Congress were going to fight the austerity. They were going to fight concessions, not simply acquiesce to it.

This convention, by the way, is going to define, in 14 months after the CLC -- we've got 14 months to make one fundamental decision -- does Stephen Harper get another mandate to ruin this country, or are we going to roll up our sleeves and say we're going to do everything humanly possible to ensure Stephen Harper and his gang will not get a mandate across this country? And, it will require some difficult work, having to build bases in communities where we don't have a base. Bringing workers together to say, we can change this.

I am of the view, sisters and brothers, if we can get one million of our members involved in this fight, we will change the course of history for this country. Why it matters? It matters to my daughters, to your daughters, your grandkids, your kids, your nieces and nephews, because we had the opportunity, by the way, those of us here had the opportunity because of previous generations' struggles and fights to make this country a great place to live in.

It didn't happen by accident. It happened because the trade union movement says we will be in the forefront to fight. Our national healthcare didn't come about because politicians woke up one morning and said, "What can we do for working people in this country?" We didn't get the unemployment insurance system today, which denies so many workers the opportunity to get benefits, because workers during the '30s said, enough is enough. We shouldn't have to go poor because we lose our jobs. They created the unemployment system.

Our pension plan, imperfect as it is, it gives us all an opportunity to have a pension to retire. The fact of the matter is, on average, Canadians only get about \$6,000.00 a year. If you're in a high income, maybe you get up to \$11,000.00 a year. It's not enough. For five years, I've been in the trenches saying we can do better. We can expand our CPP, so every Canadian, regardless of where you work in this country, can have a decent pension and a decent retirement.

Why should a lifetime of work result in someone living in poverty? It is fundamentally wrong. That's what your Congress can do. And, this upcoming convention is about choices, about a new direction. About a new direction, and it's about fighting back and rebuilding and regaining our space in this country to lead for social change for the future.

But, more importantly, it is about giving hope to generations of young people who have just been told you can't do better. They call them now. You go to a workplace to say you want to get an opportunity to get some experience, you've got to work for free. Work for free. In 2014, you get to work for free. And, that is called an opportunity.

I thought we got rid of that back in the 1930's, when they said if you're going to work you must get paid. Why should young people have to give their labour for free so they can get experience? What do we tell these young people? That they can't get decent jobs, while we give tax cuts to the major corporations and they're putting it in the bank?

We tell the poor we can't do any better to improve seniors who are living in poverty in this country? What do we tell the unemployed who pay into a national insurance program, day in and day out, only to find out when they become unemployed that the rules are stacked against them, they can't get benefits?

We can sit on our hands, as Georgetti has allowed us to do for 15 years, and watch the next election go by, watch Harper get re-elected, or watch Tim Hudak get elected in Ontario. Right across this country, governments are telling workers and saying, "We can't do better, we can't do anything, we've just got to wait, magically something is going to happen."

I don't believe magically anything will happen, brothers and sisters. I know one thing, you know this as well as I do; we have to fight for the future we want. And, if we're not prepared to fight for it, it isn't going to be there for us.

For this convention coming up in Montreal less than a week from today, are you going to be there? I want you to come there. Not just to help me get elected, but to send a clear message. We're going to take back our country, and we're going to put our movement on our foot, and we're going to be in the streets, because the other side better understand one thing. They

want to take away the things that we have built, and our forefathers have build in this country, one thing is for sure, we are going to take every ounce of opportunity to fight them.

We're going to fight them in the streets, we'll fight them in the legislature, we'll fight them everywhere we get an opportunity. And, we will mobilize that base. And, that base will be there, because for too long now they've got it too easy. We haven't been there. But, I believe if we do this properly, elect a new president that is prepared to lead, we will make this country a better place.

But, I also want to end on one very important point by Sister Mary Clarke Walker here. What she put in her letter, trust me, it is absolutely true. No President of the Congress has the right to abuse a staff or an officer. If we can't get respect in the House of Labour, how we treat each other, fundamentally, we've lost our way. We have lost our way. If I ever get called before a Human Rights Commission to testify on her behalf, I will tell the truth, because those kinds of things should not happen.

No leader is perfect, but you know one thing? When you make a mistake, you take responsibility. For 12 years, I have watched Sister Mary Clarke Walker's experience. At times I've intervened, at times I've challenged him, but I've never seen an individual so disrespectful.

The President of the Congress, by the way, is not an authoritarian figure; he is a leader on behalf of our movement, and he needs to set an example. And, fundamentally, as your president, I would respect my fellow officers, I would respect every relationship we have in the Congress, with our federations of labour, and our labour councils, and ensure the policies we talk about are practiced every single day.

So, let me conclude, sisters and brothers. This is an incredible fight. It will be an exciting fight. I have never been more excited in my life. I am committed to this. I know we can win this. But, I'm going to need every ounce of support you can do, not just to talk to Unifor members, because I know you'll be there. You've got friends in other unions, you've got friends in the community, in the labour councils.

I want you to do as much outreach as you can, because it isn't just about Hassan Yussuff. This is about the future of our labour movement, and it is about the future of our country. I know with your help and your support, we will make history at the upcoming CLC convention. Thank you so much.

DINO CHIODO: So, Hassan, I just want to thank you very much for charging us up, getting us ready for what's coming, because the reality is, is what we have to do is make sure we bring our delegations over to the CLC and make sure they understand the new direction, the way the things that our members have been talking to us over the years, and in saying that, it is about our future, it is about our members, it is about our membership. It is about taking that fight back, so we can go to the individuals like Harper making sure they understand what is important. And, that is what our vision is, to look after the needs of our membership and the communities at large.

So, I thank you very much, Marie Clarke Walker, for being here, to express yourself, your opinion. Hassan, thank you very much for being here to put your ideas forward, what you can make better, and how you can make positive change. And, in saying that, I would like to move to Recommendation No. 5, so we -- is that a points of privilege?

So, we'll take the points of privilege. Are those points of privilege as well? Okay, so what we'll do is we'll take these points of privilege, and I'd like to move directly to Recommendation No. 5. So, if you could make your point, brother, on mic 1?

POINTS OF PRIVILEGE

KEN LEWENZA JR.: Ken Lewenza Jr. I just want to, first of all, thank Sister

Walker for the excellent presentation, as well as Hassan. But, I want to refer back to one of Jerry's comments. And, I think it was referred by each speaker as it related to this particular issue.

DINO CHIODO: This might be able to be covered in the Recommendation No. 5. I mean, if you take a look at the recommendation, it's with regards to support going to CLC and talking about putting our support forward to these individual members.

KEN LEWENZA JR.: Yes, it was related to the recommendation, but I just wanted to do it while Hassan and Marie Clarke Walker were still here.

DINO CHIODO: They are not leaving. They're not going to be leaving, so you will be the first one at the mic for that recommendation. Point of privilege?

ROLLY KIEHNE: Yes, I'm going to try it as a point of privilege, tell me if it's not a point of privilege. What I'd like to do is have Hassan come to the podium, and I would ask all delegates that have cell phones to take your cell phones out, take a picture of Hassan, and then tweet it. And, make sure you add "Hassan_Yussuff for CLC President", with his picture, and add a comment.

So, Hassan, if you can come to the front? Get your cell phones out, take a picture of Hassan ---

KATHA FORTIER: Or, they could just retweet the one I just tweeted five minutes ago, if you like.

ROLLY KIEHNE: The other point I want to make on the privilege, while I have the mic, there is a Facebook page, Hassan Yussuff, like his Facebook page. But, don't just like his Facebook page, go to the invite section and invite all your friends to like Hassan's Facebook page.

DINO CHIODO: This could be on the recommendation as well, brother.

ROLLY KIEHNE: Thank you for the privilege, brother.

DINO CHIODO: Point of privilege, mic 2.

LEN HOPE: Len Hope, Retired Workers Council Chair, and I have our executive here. I just want to say a couple of words. Hassan, I've known Hassan for a number of years ---

DINO CHIODO: We're going to have a recommendation -- everybody is going to have an opportunity to do that. If I can, rather than take the points of privilege, can I move to the recommendation? Let's put the recommendation on the floor, and then everybody will have their chance to speak.

RECOMMENDATION NO. 5

KATHA FORTIER: All right. Recommendation No. 5 - CLC Convention and Elections.

I recommend that Ontario local unions send their full delegations to the Canadian Labour Congress Convention, May 5 to 9, 2014, and endorse Hassan Yussuff for the position of President. Furthermore, I recommend that Unifor Ontario convention delegates actively campaign to elect Hassan Yussuff as the Canadian Labour Congress President, and work to ensure maximum delegate attendance for the election.

DINO CHIODO: Okay. Can I have a mover?
Moved; seconder? Seconded. Mic 1. Thank you very much.

KEN LEWENZA JR.: Thanks, Dino. Ken Lewenza Jr. I rise in support of the recommendation. I just want to provide a little bit of information. I think it supplements what Jerry was saying.

I think for a long time there's been some feeling -- not a long time, the last couple of years, as it relates to how we respond to Harper, some frustration about how we can

make the CLC and how we can make the movement stronger and more effective. And, I think that when we talk, for example, when we brought our Port Elgin group, we brought 80 different groups from all across this country, strategic thinkers and organizers, which Roger Rashi talked about.

And, what was great was that we invited union leaders from across the country. And, we said there wasn't going to be any public pronouncements, there wasn't an opportunity to grandstand. It was an opportunity to have some real conversations about how we can network, build coalitions, and move forward. And, there were a lot of people that decided to abstain from that, because it was held in this very Centre.

And, one thing I can say is Hassan Yussuff came to those events, participated in the conversation, and encouraged that type of collaboration amongst activists, and he was there representing the Canadian Labour Congress.

I also want to touch, in Windsor, Ontario, we were inviting David Suzuki into our community, and we asked the Canadian Labour Congress for a \$1,500.00 donation. A small donation to help pay for some flights, and to cover some costs. And, the amount of bureaucracy was actually troubling. And, I was frustrated, and I remember calling Hassan and saying, "What's happening?" And, I remember Hassan saying, "Ken, don't worry about it, I promise you we're going to get the money to make that happen. The CLC is going to support that initiative."

Once again, not only did he support that particular initiative, he came down with the 7,500 kids, and he made sure he touched them in a way that made sure that we can think about how do we organize those kids, as they were saying, for future generations?

You know, I want to say, when someone else had put their name in to run for the Canadian Labour Congress, I actually thought that that was a good thing, because it would create some conversation and some discussion.

At one time, two years ago, people were talking about putting people on buses and spending millions of dollars in taking a picture in Ottawa to show how mad at Harper we are. And, as much as that's a great idea, and as great as it would be to show solidarity in Ottawa with each other, to say how mad at Harper we were, there was actually some conversation going on saying that we would better spend those couple of million dollars, instead of sitting on the bus beside each other talking about how much we hate Stephen Harper, and Harper putting up with us for one day, to actually think about how we could use those resources to organize the communities, just like Hassan is saying, and supporting communities.

The reality is we can't beat Stephen Harper if we're not organizing in our communities, and defeating Conservatives in our communities. That picture isn't going to get Jeff Watson not elected in our community.

And, I want to say to Hassan, once you are elected, Hassan, I'm pretty convinced that I think you're the type of person that can build the type of bridges at the CLC to bring the labour community together. But, at the same time, please don't worry about trying to drag the most conservative elements of the labour community along. And, I can assure you, follow what's happening in communities, which he is going to do, it's going to be communities and activists working with each other on the ground. It's the Unifor activists working with the CUPE activists, the CUPW activists, the teachers, that are working together that are sharing solidarity.

We're going to build successes on the ground, Hassan. And, those are the types of things that the Canadian Labour Congress has to do to support that. And, that's a message that we heard loud and clear. So, Hassan, thank you very much. Good luck. And, let's start kicking some ass as a unified labour community.

DINO CHIODO: Speakers on mic 2.

LEN HOPE: Thank you very much. Len Hope, Retired Workers Council Chair, and with me I have the executive of our Retired Workers Council. We are representing over 80,000 retired workers across the country. I just want to say a couple of words about Hassan.

I've known Hassan for a number of years. We started to work in Port Elgin to put together a Workers of Colour program to make sure that we built on Hassan's work to start workers of colour caucuses and build the organization. That was what we were after, to build the trade union movement, to build our union, and make sure it was stronger.

I know that Hassan all his life has been working to build the organization, working to help other people out. And, he's got a five year old daughter, and his five and a half year old daughter, I'm sure that -- I had a daughter that was four years old at the time, and she had said, when somebody came to the door who wanted to sell insurance, and as soon as they said to her, "What does your Daddy do?" She said, "He fights controls." Four years old. And, I'm sure that Hassan, with his five and a half year old daughter, is training her today to be a great strong trade unionist in the future. And, I think that Hassan has the ability to do that same building in the Canadian Labour Congress.

So, without any further ado, I would like to just announce to you that our Retired Workers Council Executive has unanimously supported Hassan for President. Thank you.

DINO CHIODO: Thanks for your leadership, Len, much appreciated, and all the retiree executives. Speaker on mic 3.

VILVAN GUNASINGHAM: Vilvan Gunasingham, Local 1980. I rise in support of Recommendation no. 5.

I would like to talk about Hassan Yussuff. Yesterday, my good friend, Jenny Ahn, probably made a mistake. I said to her, I have about 85 percent of my membership now is all brand new. I am preparing a kind of a portfolio about what Hassan Yussuff has done to our office local in Markham, Ontario. And, Jenny said, "Go on Facebook." And, I said to Jenny Ahn, "Look, I never in my life want to register myself on Facebook." And, my arm got twisted; here is another one. My arm got twisted.

So, I went on Facebook, and I didn't know what will really happen to me. I got a phone call at 11:30 at night from my two daughters saying to me, they're all adults, "What did happen to you in Port Elgin?"

So, I'm a bit scared to go back home. And, I have three ladies to face the music with. And, next week, I go to United Church of Canada, and I will have an earful also.

But, putting that aside, let me tell you, I was one of the Chairs of the Workers of Colour in the mid-80's, and Hassan taught us about equality. Even though it was workers of colour, he talked about equality. And, my local was primarily European. And, there were three women who were underpaid. And, we said, wait a minute, this is a human rights issue, regardless of colour.

I wrote to the Labour Board, they tossed me into the Human Rights Commission, and backwards and forwards. At the end of the day, I said, "No way. I'm going to the Scarborough office of the Human Rights Commission." And, I stood there, and the Scottish intake officer stared at me and said, "Wait a minute, this guy has brown skin, and he is fighting for three European women. Must be a good case." Must be a good case.

So, long story short, then my employer, Ford Electronics, lost the case; lots of money for the women. And, they said they will challenge it further. And, Lisa Kelly came to our plant and said, no, she is going to take it on.

So, the reason, brothers and sisters, I am mentioning this is that, even from Day One, in spite of having our workers of colour and so on, and so forth, we were constantly, this union, educating people like myself to fight for equality. For that I salute Hassan Yussuff.

Now, Hassan has taught us a lot of other good things, in terms of social justice, so on and so forth. And, I remember sitting down with him and practically going through a list of -- providing opportunity for other brothers and sisters who are workers of colour to attend. Why they are not communicated in terms of the workers of colour and human rights conferences, you know,

held at Port Elgin? They were not being communicated through the leadership. We were able to meet with those leadership people within all the locals and tried to facilitate an opportunity.

So, I wish Hassan very well. When I get back to my local, my job is to give a presentation to my membership. And, I'll tell you this. I've been in the leadership position for 30 years. I've been a 30-year council member. And, I tell you that a lot of teaching has come through equality that has been given to me by this Centre.

Jerry is completely correct. When my family came here for the Family Education Program in the mid-80's, all cried before they left. So, he is right on the money. So, please support Hassan Yussuff. Thank you.

DINO CHIODO: Thank you. Speaker on mic 1.

ROLLY KIEHNE: Rolly Kiehne, staff. And, I was on a point of privilege, sisters and brothers. Wouldn't you agree, it's a privilege to support and endorse two militants like Hassan Yussuff and Sister Marie Clarke Walker for the leadership of the Canadian Labour Congress? Wouldn't you agree, sisters and brothers?

Getting back to my point of privilege, this campaign isn't just going to be won on the floor of the convention. This campaign is underway, and I want to encourage the delegates to visit both Marie Clarke Walker's Facebook page, as well as Hassan's. You just go to Facebook, put their names in, and it will take you to the page. And then not only just like their page, but like I said earlier, invite your friends to like their page. Go to Twitter, and Marie's handle on Twitter is mcw4execvp. And then Hassan, hassan_yussuff. And then Hassan has a webpage, www.hassanyussuf.ca.

The other important piece I do want to raise is that we've got a number, a significant number, of unused credentials. And, what we're encouraging local unions to do is not only fulfil their delegation entitlement, but to indeed, if you have the financial wherewithal to bring more people to the convention, we're asking that local unions with the financial wherewithal get a bus, put retirees on the bus, let's bring them to the convention. And, I would ask, if you're looking for a bus, please contact Terry Farrell, terry.farrell@unifor.org, and we'll make sure, one way or the other that we get a bus to bring your retirees to Montreal.

Sisters and brothers, I know that Jerry, Hassan, and Marie Clarke Walker talked about the importance of this election, and I'm sure we all agree, we definitely want a change at the Canadian Labour Congress. And, I am absolutely convinced that Marie Clarke Walker and Hassan Yussuff will bring that change.

So, let's get the work done. Let's help them out on the Facebook and the social media campaign, and let's ensure that we have a vibrant Canadian Labour Congress. Thank you very much, sisters and brothers.

DINO CHIODO: And, just so we're on the same page, Rolly, we're working to get that on the screen, so people will be able to see both of those Twitter lines and accounts, so they can post their tweets from their Twitter account. Speaker on mic 2.

GWEN CAMPBELL: Hi. I'm Gwen Campbell, Local 1285, Recording Secretary for the Ontario Region Women's Committee. I stand in full support of this recommendation.

I think it's fabulous, listening to Brother Yussuff, the militancy. We're behind you. We want to meet the challenges halfway or further. You know, you said get on the offensive, let's start now and get out there. It's fabulous. It's fabulous to hear.

I just wanted to let all the delegates know that yesterday, at the Women's caucus lunch, retiree extraordinaire, Mary Straus, got up and put forth a motion that the Women's caucus fully endorse Brother Yussuff. And, that was endorsed unanimously for your support. Thank you to all the sisters who were in the room for that.

And, I'd like to suggest, although I don't have any money in the Women's caucus, but I'm sure that all of the women who were in that lunch yesterday would love to jump on

a bus and go to Montreal to support you, as well as Marie Clarke Walker.

I had the privilege of having Marie Clarke Walker speak at our Brampton December 6th candlelight vigil this past year. She did a fabulous job. Very inspiring; I had a lot of comments afterwards. Marie, it was great to have you there. I know you speak out all the time about violence against women issues, or violence in the workplace; absolutely fabulous.

I also was very happy to hear, Brother Yussuff, that you are going to be behind the district labour councils all across Canada, because I know sometimes they struggle without getting that support. And, I think most of us, if we're not delegates to our labour councils, we at least go, or know the delegates from our locals, and attend as many events as we can. So, it's fabulous to hear that.

And it's great that you talked about our youth, and our sisters, because as you know, April 16th was Equal Pay Day for Women. And, we heard yesterday at our caucus lunch that the year before it was April 9th. So, we're slipping backwards as women in Canada, and it's shameful. We should be moving forward. So, I'm looking forward to you being the President of the CLC, and Marie to continue with your role as Executive VP. Thank you.

DINO CHIODO: Speaker on mic 3.

KEN LEWENZA: Ken Lewenza, Local 444. You know, I have to talk to the leadership in the room based on my experience. The CEP/CAW marriage started at the Canadian Labour Congress level. Dave Coles and I, executive officers of the Canadian Labour Congress, were listening to the discussion, listening to the challenges, but not seeing the responses that were necessary from our major labour body at the Canadian Labour Congress.

And, Dave Coles and I said, we've got to put our personal differences aside. And, believe me, we had our differences. I can remember walking into union halls with CEP where I didn't get that rousing reception, because of the historic reputation of maybe the CAW being front and centre. I don't know what it was, but there was a division.

But, we sat down and we said, the labour movement is way too important. The rights of our members are way too important. Building the union and building community coalitions is way too important. Dave, this is bigger than me and you. And, if we don't decide to put two wonderful Canadian unions together to set an example to the labour movement for the future that things aren't business as usual, then the labour movement will continue to gradually decline and lose its power.

And, all of us in this room, over the last two years, made the bold decision of combining our forces, combining our strength, recognizing our weaknesses, because we have some. But, we came together at a time when the labour movement needed direction. The same as the CAW, when we left the UAW 30 years ago; it was a monumental moment in the labour movement to say change was necessary, and we led that change. And, quite frankly, the next 30 years was wonderful for CAW members, working men and women in the country, people that genuinely believed in social unionism, respected our combined Canadian unions.

And then, I've got to tell you, brothers and sisters, it's been tough at the Canadian Labour Congress. And, I want to say to you today, I have some regrets of the last five or six years. When I took on the National President of the CAW, the fact of the matter is I wanted to work with the leadership of the Canadian Labour Congress.

If you ask Marie, if you ask Hassan, I was the guy that went to the Canadian Labour Congress and said, "Maybe we can do something different, other than raiding. Maybe we can stop the competitiveness between all of the unions, because we spend so much time being competitive with one another, while the other side is beating us up." And, I said, "Let's put some kind of a process in place where workers have the democratic right, but we don't destroy the union in doing it."

And, it took us some time, and we went through that process, and it's not the

best process, but it's a process to stop that kind of infighting within the labour movement. But, brothers and sisters, in this time, there was always an anticipation that Ken Georgetti would fulfil this last term. There was not any innuendos about that. That was the reality.

And, what happened in the last four or five months, and I wanted to recognize your National President, Jerry Dias, because our union is not always about opposing. We're not always about going in there and creating divisions. In fact, that's not our style when it comes to likeminded groups. When it comes to likeminded groups, we'd rather have collaboration. We'd rather be in the unity tent together. We'd rather be fighting the Harpers in a unified voice versus fighting the labour movement.

Jerry Dias, in the last couple months has spent considerable time having a united team go to the convention to change course, in respect of Ken Georgetti's time in office, as he exits after retirement. And, I made the decision to retire, and I'll tell you, it was the toughest decision of my life. But, if it was a personal decision, I would have asked for the endorsement of the combined CAW and CEP to be the National President.

But, when you look at the bigger picture, it was time for change. The union needed a new face. Both organizations needed a new face. No division, nothing in our closets, building a movement forward. And, there was anticipation that Hassan Yussuff would be the National President of the CLC when I left six or seven months ago.

Jerry has worked hard. And, brothers and sisters, this is my regret. As hard as we've worked in the last five or six years to build a movement, we haven't. I absolutely refuse to criticize the CLC leadership. I refuse to criticize the affiliates. I refuse to have personal engagement of attacks on people's integrity.

I've already heard it. "Hassan Yussuff is an opportunist. He's been there for 15 years, and didn't say a goddamn word." Brothers and sisters, that's bullshit. The fact of the matter is, every time we needed people to the ground to contact the government, or go to a labour council meeting, or to a federation, Hassan was there.

I can tell you that Marie Walker spoke passionately about some very emotional social issues at the CLC level that touched the majority of our hearts. In fact, if we were on CPAC, to me, the emotions that comes out of people means more than rhetoric, because that's what it is all about at the end of the day. So, today, guess why we're having an election?

It's not because Ken Georgetti wants to be the CLC President for another term. It's because the affiliated unions said we can't allow Unifor, the new Canadian union that combined forces moving forward, to run the Canadian Labour Congress. So, the affiliates knew that Hassan was going to be the likely choice of everybody if we had a unity team.

But, the heads of unions got together and said -- they had a private meeting. And, the meeting was, how do we stop Unifor? Not how do we build the union, not how we can build in cooperation with one another, not how we build unity, but how do we stop Unifor?

So, the only way you stop Unifor is you run the incumbent for another term. And, by the way, this will be a tough election, because all of the major incumbents of the major unions, international, and some Canadian unions, are already out there endorsing and bringing as many delegates as they can to the convention to stop Unifor.

They can't criticize Marie Walker for her commitment to the labour movement. They can't criticize Hassan Yussuff. They can't criticize Barb Byers. Now, people are talking about Barb Byers here, but all of you have got political from time to time, three officers, four if you count Ken, none of the three officers are endorsing the incumbent, Ken Georgetti.

Brothers and sisters, I asked a local union president in here, and I'll give you my experience again. See, that's my local over there. I used to say to my local union, when I was the local union president, when I lose the support of the Executive Board, when I lose the support of the top leadership of the union, you folks tell me. Don't let the election defeat me. You folks tell me,

and I'll leave.

The same as our organization. If the Executive Board of the National Executive Board of CAW said, "Ken, it's time for you to go", I would go, because it would be in the best interest of the union. Brothers and sisters, that's not Ken Georgetti's thinking today. Ken is following the direction of affiliates that just don't want to see change in the labour movement.

Brothers and sisters, when you go to that convention, don't get into the personalities. Don't beat up individual leaders that have been around, contrary to what we believe they did or didn't do. When people have been in the movement for 30-35 years, they did it, quite frankly, because they must have seen something in the movement. But, our movement needs change today. Our movement needs a different face. Our movement needs more energy. Our movement needs to understand that the status quo is no good.

So, when we go to the convention, we're going to vote for Hassan, we're going to vote for Marie. We're probably going to vote for Barb Byers, although Barb is running as an independent. We can't talk about her today, because you can't run as an independent and leave other people out. But, we will vote for the best candidates when we have our caucus meeting, once we get to Montreal.

Brothers and sisters, I don't want you leaving here saying, oh god, oh god, what's happening? What's happening is what we did 30 years ago. We left the UAW. CEP members left their international union to build a stronger movement, and they did. And then, in the last seven months, we've built a unified organization that still has our weaknesses, but we've got more strengths in solidarity than we have our weaknesses.

So, we've seen the light. When we go to that convention, we've got to see the light for others. Other affiliated members are dying for a progressive union. Coalition partners out there, and believe me, Hassan talks about union density. We may not be able to increase union density immediately, because it's going to be a battle. But, we can increase progressive density. We can go into our communities with those community partners and build density to beat the Harper government, beat the Hudak government, beat the Wall government.

So, when you go to the convention, I think what we have to say is the status quo is not acceptable. Hassan is providing a different vision, a different idea, a different movement. And, let's not be critical of the last 15, 20, 30 years. The question for us is, we had the bold vision two years ago, CEP and CAW; we've had incredible activism in the last seven months, 40 or 50 meetings trying to have a different movement.

By the way, if we don't change the Canadian labour movement, all of the discussions we have internally will not meet our objectives and our goals as quick as we would like it to be. A unified force with a changed face, with a more inspired face, and with an executive officer team that's prepared to work with each other and have respect for men and women in our country is what we need.

I'm not here, quite frankly, as Hassan Yussuff being a Unifor member. In fact, quite frankly, I don't even care about the worker of colour situation, because for me it will be about who is going to inspire? Who is going to lead? Who is going to have the vision? And, I believe that Hassan, Marie, and others, have that vision. I think Ken is past his time. And, I say that respectfully. And, I wish that between now and the convention he would step down.

We would have a unified voice coming out of the Canadian Labour Congress, because it's necessary. But, if he doesn't, and we don't win, the status quo stays the same. And, if we win, we're going to have to work even harder than we've ever worked in our lives for a unified force, because that creates division, naturally, through the elections.

So, brothers and sisters, do what you do best. Take your personal agendas, take your personal biases aside, and ask yourself, as you did in the last couple years, and as our 300,000 members did in the last seven months, what is in the best interest of the movement?

And, the best interest of the movement is not Ken Lewenza leading it, not this young man being a chairperson, not that young steward that is at his council meeting for the first time.

What is in the best interests of our combined interests? And, that is a new vision, new ideas, new identity, and the leadership team expressed in the recommendation is those identities. Thank you, brothers and sisters.

DINO CHIODO: Just before we go on to our next speaker, it might be relevant and important just to have a show of hands to see exactly how many people from this delegation will be attending at the CLC.

And, we've still got a ways to go. Because, again, just listening to some of the speakers, and understanding what our plight is, and where we're trying to be, we're going to need everybody to participate, as many people as we can. We need to reach out into our unions, into our organizations, and get the buses rolling to make sure we can bring a full delegation, because I do understand there are approximately 1,000 credentials still available through the National Union.

So, if you can organize that, and you can get with your financial secretaries, your President, have the discussion, and provide that ability to get people to get on those buses to go to the CLC, that would be appreciated. Speaker on mic 1.

FIZUL KARIM: Fizul Karim, Local 112. I rise in support of this recommendation moving forward, Hassan Yussuff and Marie Clarke Walker, in their bid to get elected at the CLC.

I would like to start off by suggesting to this delegation that in this modern time, we don't have the luxury of remaining neutral anymore. Neutrality does not work. We've got good experience south of the border with the AFL-CIO. Historically, they remained silent for decades, and look where they are today. That is not the Canadian experience.

We also realize that Harper and the wannabe Harpers in Canada is leading a battle that is either going to make the labour movement or break the labour movement. Those are the options we are facing today. And, going forward with this election, you cannot win struggles without agitation. For anyone to suggest all the struggles the working class is facing, but we do not agitate, you are not going to make any change. And, that is why it is critically important to look at the leadership and say it's time that we start mobilizing, engaging, and building unity with all rank and file, and different labour movements, and locals.

I just want to share with you a little bit of history. Back in the early '90s, there was a report that came out in the Toronto Star about racial profiling. Twenty-four years later, we're still wrestling with carding in our society. That report in The Star was the catalyst that got Hassan Yussuff involved into dealing with that very disturbing issue of racial profiling.

It's not a very comfortable issue to talk about in our society. Nonetheless, Hassan did not back down. He started to mobilize, and he started to deal with that issue. And, he was instrumental, a lot of people might not know this, but he worked diligently and he was instrumental back in those days in getting Fantino removed. He worked with David Miller to put Bill Blair in, and start some conversation with the black youth.

Now, it's only leaders with courage who take on these kinds of issues, and that's the kind of leaders we need in the labour movement. When we split from the UAW, and formed our CAW in 1985, there were also institutions like the police institution and the union institution. Hassan quickly realized that now that we're independent and we formed our own union, we need to take a strong internal look and audit of who we are as CAW. And, that's where the audit was done on the makeup and the composition of the CAW.

Where do aboriginal and workers of colour, what role do they play in the labour movement, in the CAW? And, from that the Aboriginal and Workers of Colour caucuses and education program was born. That was the genesis of it. Hassan, again, did not back down from those divisive issues. Did that make our union stronger? By all means, it did.

We are at the crossroads now. It's either we evolve or we devolve. And, I've seen how the labour movement and leaders who do not want to take on tough issues, we stagnate. And, I don't think we have that opportunity right now to continue playing that kind of political game.

We have to move forward. We need new and young leadership. We need people who are not afraid to take on these struggles. And, Hassan and Marie, I think they are the prime candidates to do that. Thank you very much.

DINO CHIODO: Thank you. What I'd like to do, because we're breaking into our lunch, I'd like to take the last speaker on mic 2, but I'd like everybody else to make sure they remember their spot, so at 1:30, when we come back from lunch, we'll go right back to the speakers. So, if you could please maintain your position when we come back at 1:30, we'll go back to the speakers, and I'll take the last speaker on mic 2 before we break for lunch.

LIAM HOWES: Thank you, Dino. Liam Howes, Local 25, and member of the Ontario Young Workers Standing Committee. I rise in full support of this resolution.

And, it is with great pride that I can say the Young Workers Committee rises in full endorsement of Brother Hassan and Sister Marie in their campaign at the upcoming CLC. Thank you very much.

DINO CHIODO: Thank you to the participation of the Youth Committee and young delegates. Thank you very much.

Okay, well, listen, we're going to break for lunch. We'll be back here at 1:30, if you can, on time, so we can get started. Thank you for a wonderful morning. There is more to come, and we'll see you after 1:30. Thank you.

--- Whereupon the meeting was in recess
from 12:15 p.m. to 1:37 p.m.

DINO CHIODO: Okay. Once again, if I could just get everybody to come back into the room? And, can I please get the recognized speakers that were at the podium, so we can continue on with the debate on Recommendation No. 5?

Just before we do that, though, I would like to ask Katha to come up and just make a couple of quick clarifications on some questions that were asked to us at lunch time.

KATHA FORTIER: Thanks, everybody. So, I understand not everybody is back yet, but we have had a few questions about this recommendation, so I do want to make some clarifications.

This recommendation is about supporting our Unifor member, Hassan Yussuff, for President of the CLC. That supported -- his endorsement came from the National Executive Board unanimously of our union, and also from our Ontario Regional Council. And so, this is our forum to actually support our Unifor person that we are bringing forward to the CLC.

Now, of course, we've invited Marie Clarke Walker here today. We also opened an invitation to Barb Byers. She wasn't able to attend. But, we're going to go through a process, of course, for all of us who are delegates to the CLC, we'll have a Unifor caucus on Monday afternoon at lunch time, and we'll make the decisions about which candidates we're going to support.

There is a lot of support in the room for Marie Clarke Walker and, of course, for Barb Byers. But, that will be a decision of our CLC caucus of Unifor members. So, I just wanted to clarify that.

DINO CHIODO: Okay, Katha. Thank you very much. We left off on mic 2, going to mic 3.

COLIN JAMES: Colin James, Local 222. I rise in support of this motion, both

Marie Clarke Walker and Hassan Yussuff, who tirelessly fight on behalf of working class people.

And, Hassan, back in 1992, encouraged myself to get involved. I've been involved since then, and I would just ask that we all support both candidates unanimously. Thank you.

DINO CHIODO: Thank you very much. Mic 1.

SHAWN ROUSE: Thank you very much. Shawn Rouse, President of the Ontario Health Council for Unifor. And, at our Health Council meeting on Thursday afternoon at 3:00 p.m., we passed a resolution of unanimous support for Brother Hassan Yussuff. And, we look forward to carrying that support forward at the CLC and ensuring that he is elected as the new President.

And, it is just overwhelming to know that we have such distinguished candidates in Marie Clarke Walker and Brother Yussuff as running for the executive of the CLC. And, I definitely look forward to the time when we have a resolution in support of Marie Clarke Walker as well. Thank you very much.

DINO CHIODO: Thank you. Mic 2.

HAZEL PRATT-PAIGE: Hazel Pratt-Paige, Local 1106. I'm also the President of the Grey-Bruce Labour Council, and I support and endorse Brother Hassan Yussuff and Sister Marie Clarke Walker for the CLC leadership.

I am confident that our labour council will unanimously endorse them, too, at our next labour council meeting, which is on Monday night. Brother Yussuff has a history of supporting the grassroots activism and diversity of labour councils from coast to coast to coast. From my personal experience, he recognizes and respects all labour councils as the hub for labour and social activism in their communities.

Grey-Bruce Labour Council is a small rural labour council representing 7,000 workers in 14 different municipalities. Our labour council has turned in our two unused credentials to our union to use for convention. I am attending with the Grey-Bruce Labour Council's support of our credential and registration, and I'd like to thank my local, 1106, for funding my participation as a convention delegate above the complement of delegates allowed by our local.

It is for these reasons I rise in support of this recommendation. Thank you.

DINO CHIODO: Thank you. Speaker on mic 1.

SHERI LAEKEMAN: Thank you. Sheri Laekeman, President, Unifor 4212, representing the workers at the St. Lawrence Seaway, Welland and Cornwall offices. I stand in support of this resolution.

I'm extremely excited to see these changes happening. I've been involved with labour for about 20 years as a grassroots person, and about 10 as elected leadership. I am extremely excited when the founding convention occurred of Unifor, and I saw some changes happening. I was very excited to be able to close the book on some of the concerns that I had with the old style. I was extremely excited; I was looking forward to change.

Although I say I'm 39, I am a little bit older than 39, but am still very young at heart.

DINO CHIODO: You look like you're 19.

SISTER SHERI LAEKEMAN: Thank you. At any rate, I look around the room and I've talked with a few of my associates, and we're still missing -- the youth is not here. You know, my workplace, we have dwindling numbers. And so, when numbers dwindle, they don't hire.

So, you know, believe it or not, I am one of the youngest. I'm not the youngest but there are only a few people younger than I am. So, as I see the leadership here, really the point I wanted to make is, absolutely I endorse this. I think it's amazing that we're doing this, but I really want to applaud the leadership, both of the region and the National, at taking this step.

I think it's amazing that we are really looking to change, because this is -- while

it's a labour union, it is, like we've said and we heard, it's a movement. And, there are so many people that want to be a part of a movement, but they don't understand. They're not hearing what I'm hearing.

I'm ecstatic when I leave these conferences, conventions. I'm always re-energized. And, there are so many people out there that really need the leadership that's being provided here by Unifor.

I absolutely applaud those people who have taken that. When President Ken Lewenza gets up, he always moves people. I'm so happy with where we're going here, and I appreciate it. Thank you very much.

DINO CHIODO: We appreciate your comments, sister. Thank you. Last speaker on mic 2.

DENISE MCMORRIS: Hi, Denise McMorris, national coordinator. I stand in full support of this resolution.

And, one of the key reasons why I stand here today is because it's about hope. When we hear our National President speak, I think one of his main words is "hope". And, as the labour movement goes forward, we see what the agenda is with the Conservative government. Hope and change is about -- it's for the working class people. It's for the young people, as the sister mentioned.

I have a young son, and when I hear Brother Hassan talk about education, it hits home, because a lot of my son's friends graduated with an undergrad degree and they can't find jobs. They are strapped with an enormous amount of student loans, and they feel that they have no hope.

So, I just feel that the new leadership that's going forward, Sister Marie Clarke Walker, Brother Hassan, will bring us change. And, we all know that change is difficult. Sometimes changes are tough. But, positive change will come about with this new leadership, I think.

And, we also heard Brother Dias in his speech today talk about all the challenges that we face going forward in the labour movement. And, I think with a strong house going forward, the CLC, we will be strong enough. We know we have someone at the forefront to challenge the government, the Stephen Harper government, to challenge ourselves as a labour movement going forward. And, changes will only bring about this. And, we've talked about the President of 15 years, and it's about time for change.

I can remember going to my son's school in the past, and I challenged the curriculum because of issues that he was having. And, the teacher would say to me, "Denise, I've been doing this for ten years." And, I would say to her, "Because you're doing it for ten years doesn't make it right. It's not working."

And, this is what we are talking about now, going forward. It's about changes. It's about making changes that will benefit the working class going forward. Because, sisters and brothers, we know that this government, as a labour movement, we are under attack believe it or not. And, each and every one of the issues that Brother Hassan mentioned, Sister Marie Clarke mentioned, it affects each and every one of us in here. Whether we are aunts, uncles, grandparents, parents, it's going to affect us going forward.

Again, I stand here in full support of the two candidates going forward, and I look forward to change, and positive change. Thank you.

DINO CHIODO: Thank you, sister. Seeing no more speakers on the mic, looking at the Recommendation No. 5 on the CLC Convention and Elections,

All those in favour?
(favouring votes shown)
Down.
Opposed, if any?

(opposing votes shown, if any)

Carried. CARRIED

Thank you very much, once again.

Sister, we've got a point of privilege at mic 1.

POINT OF PRIVILEGE

CHRISTINE CONNOR: Christine Connor, Local 414. First off, I'd first like to thank everyone for purchasing tickets for the golf tournament. All the money is going to the Halton's Women's Shelter. And, I've asked Wayne to come up and pull the ticket. So, let's see.

WAYNE GATES: This is one of those draws; you make one person happy, and 600 people hate you. Scott Rogers.

DINO CHIODO: Okay. Seeing no more points of privilege at the microphone, I would like to get to our next order of business. I would like to call up Angelo DiCaro. He is the liaison to the Young Workers Committee.

He also works out of the Research Department, and does a damn good job, and works hard. He will be the mediator for the Good Jobs Panel. And, I will have Angelo come up and introduce the individuals on that panel and go through the process.

GOOD JOBS PANEL

ANGELO DICARO: Thanks, Dino. Good afternoon, everybody. As Dino said, I am Angelo DiCaro. I work at the National office.

So, this, I believe, is connected to a couple of the recommendations that you will see at the table. But, we've got a really interesting, really fantastic panel with us today. I'll just give you a little bit of context to why we're doing this.

So, you'll recall that in December, at our Ontario Council, our union initiated what's really a quite ambitious task, to host what we've been calling a Good Jobs Summit.

The purpose of the Summit is really two-fold. One is to raise awareness of the poor quality jobs that our economy continually is turning out. And, two, to improve the quality of the debate about those jobs and jobs in general, in Canada.

The goal is to build a very big inclusive tent of partners in the task, and foster a healthy, respectful, and critical dialogue, that doesn't just include trade union activists, but also colleges and universities, student groups, businesses, research think tanks, government bodies, and other non-governmental organizations; anybody who has a real legitimate interest in building a Good Jobs economy for Canada.

And, so far, we've teamed up with Ryerson University, the Canadian Centre for Policy Alternatives, as well as the Canadian Federation of Students, as host partners in this effort, which is very exciting. And, there are conversations ongoing with other organizations, many of whom have expressed interest in joining in this larger campaign.

We're doing this because we're effectively picking up the slack from our federal government who has failed, so far, to take on this important work, a federal government whose actions are, unfortunately, contributing to the demise of good jobs in Canada. And, a federal government who, unfortunately, believes, and I quote, "There is no bad job." And, you remember our former Finance Minister making that bold pronouncement.

Our end result in the effort is to outline a no-excuses approach and agenda to creating good jobs for all workers in this country. It's ambitious, but that's secondary, because it's so desperately needed.

What we know at this point is that our summit will be held in Toronto on the weekend of October 3rd to 5th. We also know that the site of this national summit will be Maple Leaf Gardens. And, we've gotten assurances that the history of colossal failure associated with that building is long gone now, and hopefully it does not trickle into our summit. This is why I brought

that in, because I wanted to create this animosity, so we have a really good debate as I stop.

So, in the planning process, what we've come to realize is for this to be effective, this isn't going to be a single event in Toronto in October. That's not what this is all about. Instead, we're viewing this as a process, one that has to include a series of local and regional events that will be held across the country to get the conversation going. That's the only way this can really work effectively.

And, how our members and community allies can engage in this process, that will be communicated to everybody in this room, and every Unifor member across the country very, very soon.

So, through the Panel that we've arranged today, and that I have the privilege of moderating, we can say that at this Ontario Regional Council, we are kick starting this national process today.

We have the pleasure of having with us three very interesting speakers, each of whom will share with us their own interesting take on jobs in this province, and the challenges that workers face in a changing labour market.

So, on our Panel, we have with us, Kaylie Tiessen, an economist with the Canadian Centre for Policy Alternatives - Ontario Office. Kaylie has experience in development economics, provincial and social policy analysis, and social return on investment. She currently focuses on issues pertinent to all Ontarians, including Ontario's labour market.

We also have with us Alistair Woods, who is the Chairperson of the Canadian Federation of Students - Ontario. And, he represents over 380,000 college and university students in the province. Prior to becoming chairperson, Alistair served two terms as the Vice President of Campaigns and Advocacy for the York University Federation of Students, where he graduated in 2013 with a degree in political science and international development.

And, we also have with us Patricia Morris. Patricia has a long history working in the field of human resources, operations, and management, and was previously employed by both of the largest employment agencies in Canada, Manpower Services and Kelly Services, serving as a branch manager, area manager, and regional manager.

She brings to us today a very unique insight into the temp agency business in Canada, with respect to its successes, but also its pitfalls. So, it is going to be a very interesting and dynamic conversation.

So, I welcome all of you for being here, and thanks so much. Can we give them a round of applause for coming?

So, quickly, I'll just explain how this is going to work. Each presenter will have between five and seven minutes to present on their particular topic, and then I will ask a couple of questions to get the conversation going. And then, in fact, we're going to throw it to you, and we want folks to get up to the mics and ask questions to the panellists, and we'll figure out how best to facilitate that. And so, it should be quite interesting, and a lot of fun.

So, first off, we have Kaylie from CCP - Ontario.

KAYLIE TIESSEN: Good afternoon, everyone. Thanks for having me here today. I probably don't have to tell you just how tough the labour market is out there right now. You probably have friends, relatives, kids, nieces, and nephews, who are all out there right now trying to snag a decent job. Just to make sure we're all on the same page, I'm going to give you a couple of key facts about the labour market.

These charts might be a little difficult to see from the back, but they're not really that important. It's more for my comfort. The first point is that low to no job creation in Ontario has left too many people unemployed.

So, the chart on the screen shows the number of unemployed persons in Ontario on a monthly basis to the end of 2013. This chart, of course, misses all of the discouraged

workers out there, and all of those who are underemployed today.

Two, the creation of precarious jobs has outpaced permanent jobs and full-time employment since the turn of the century. So, again, if you look at the chart on the screen, you can see that the economy has been creating temporary employment at a faster rate than full-time employment, for sure since the year 2000, but if you go back to 1997, that trend is the same.

Three, income earning opportunities have been polarizing at either end of the income spectrum, and middle income jobs are being squeezed right out of the labour market. The chart on the screen shows the breakdown of jobs by pay scale, and shows that the share of jobs earning \$30,000.00 a year or less is actually growing, while the share of jobs earning between \$30,000.00 and \$60,000.00 is shrinking. And then there's a few jobs being created at the top of more than \$60,000.00 a year.

So, these trends, they follow in the wake of a seismic shift that has happened in Ontario's labour market since the turn of the century, a shift that has seen the loss, and this is no surprise to anyone, of 300,000 middle-income manufacturing positions, and an increase of more than a million service sector jobs, a lot of them those temporary, part-time, low-paying jobs that I was just talking about. And, they have little opportunity for advancement.

So, this is something that I found surprising. It might surprise you that there is no region in Ontario that has been left untouched by this shift. So, from Kitchener-Waterloo to Thunder Bay, from Windsor to Ottawa, and even everywhere in Northern Ontario, every region in the province has lost at least 20 percent of their manufacturing jobs since the year 2000. So, we are all in the same boat here. It's not that Windsor is doing poorly, and Kitchener, Waterloo is doing really well. We've all lost jobs.

And, north-western Ontario has actually fared the worst, and in relative terms, has lost 50 percent of the manufacturing jobs that were there in the year 2000. So, that's huge. And, as far as job creation is concerned, some regions are faring far better than others.

So, again, Kitchener, Waterloo and Barrie, they've managed to create 125,000 really, actually, quite decent jobs, in spite of a loss of manufacturing jobs. On the other hand, they are really feeling the effects in Windsor, London, and north-western Ontario. To make matters worse, the 2008-2009 recession also left us with the legacy of skyrocketing involuntary part-time work, and we have the highest long-term unemployment rate in the country.

So, people often say that we can't do very much about this. We should be afraid of globalization. We should be afraid of technological change. But, that is definitely not true. There is actually a lot that we can do about this. And, I think that it would be short-sighted to view this seismic shift in Ontario's labour market as a new reality that we can't prevent. Instead of facilitating a race to the bottom where workers face lower paying, temporary and insecure work, Ontario can facilitate a race to the top that attracts better jobs and innovative industries.

What we need to do is create the conditions for success for labour market renewal across all sectors and across all regions. For example, policymakers need to consider the fact that economic conditions have changed dramatically over the course of the last 15 years. Ontario is facing a slower growing economy, and a business environment that requires a new conversation about what good jobs would mean for us. It's largely recognized that a low-wage, low quality workforce is not what is needed to drive Ontario's economy forward to attract high quality businesses interested in innovation and shared prosperity.

To get it right, we need a clear long-term and focused strategy for what we are really trying to achieve. Part of that strategy making should be taking place around regional roundtables where you could be a partner or even a leader. We need to bring together employers, labour groups, government, and other stakeholders to discuss how we can each play a role in creating local economic renewal. Industrial development requires long-term planning.

The tech start that's happening in Kitchener, Waterloo, that didn't just happen

overnight. It's actually been decades of planning, and decades of investment; investment in the universities, and in the supports necessary to get the tech ideas to market. In the case of K-W, many of the supports required are actually provided by the government. It's a way to spur innovation and create good jobs.

Clearly, stakeholders should also be encouraging more unionization, not less. As everyone in this room knows, unionization can lead to better paying jobs, which I am very thankful for, and safer workplaces, and a happier workforce. Over the past 50 years, unions have acted as a great equalizer, and they did much of the heavy lifting to create the middle class that we know today. It's only since the early mid-1990's that we've seen a decline in the middle class, and that has kind of coincided with the decline in unionization.

So, we need high quality workers, which we actually already have in spades; people are just missing that. We need high quality workers, with a high quality education, and adequate apprenticeship programs to help prepare us all for the world of work. More investments from employers and on-the-job training where corporations are actually participating in creating the workforce that they need, that would really go a long way to close that mythical skills gap that is out there.

And, higher wages would fit nicely into this solution tree as well. Ontario's workers are increasingly finding themselves in that under \$30,000.00 end of the earnings distribution. A higher minimum wage could do something to improve the income security of people. There are also many businesses across the province that are proud to be living wage employers. They are an example that should be held high for many.

The differences between Costco and Walmart, for example, are very clear. Costco pays higher wages, provides benefits, and spends more money on employee training than Walmart. They also have higher sales, lower turnover, higher customer satisfaction, and higher profits as well. Big surprise.

So, there is no reason that we can't demand the same from more of Ontario's businesses. Our challenge is to start a conversation about how to ensure that every job in Ontario is a good job. We need to get all stakeholders around the table to start talking about how we create the conditions for success in Ontario to create good jobs in thriving profitable businesses. The two, after all, are not mutually exclusive. Thank you.

ANGELO DICARO: Thanks very much, Kaylie. So, next up we have Alistair from the Canadian Federation of Students - Ontario.

ALISTAIR WOODS: So, thanks very much for having me this afternoon. It's a real honour to be speaking with you today, because I do believe it is vitally important that the labour movement and the student movement maintain a strong relationship. Also, because the last time I was asked to speak about student issues last Tuesday was on Sun News with Jerry Agar. So, it's nice to speak to a crowd that's not going to yell in my face.

So, I wanted to open my remarks with a very personal confession. I was born in 1989. So, that means I'm a lot younger than baby boomers, a lot younger than Generation X; it also means I'm a Millennial. It's a word so dirty today that I considered asking the sound technician to play some scary music after I said it. But, seriously, if you read some of the junk being written about my generation today, you wouldn't know whether to pity us or scream at us.

There is very public conversation happening about my generation, and it's a very surreal one to watch, because that's all young people can do. We can only watch as pundits and politicians philosophize about our choices, our challenges, and our futures, without ever asking us for our input.

So, I'd like to break up my remarks into a few short themes. First of all, I want to paint a picture of a generation in crisis, to show you folks the unique challenges that young people face today. Then I'd like to move to address what is being said about these challenges in the

public dialogue. And, finally, I'd like to put forward some solutions that I hope you folks can get behind.

So, let's start by brushing aside all the pity, the rage, and the feigned concern of talking heads and politicians, and discuss what it really means to be young in Ontario today. It means studying in the province with the highest tuition fees in the country, yet being the province with the largest class sizes, and the fewest teachers in all of Canada. It means graduating from school with record levels of student debt, up to \$37,000.00 after a four-year program.

It means finishing school and entering into an economy where six unemployed people for every available job, a ratio that becomes higher when we count the chronically underemployed, and those who have just given up looking all together.

It means working for free in unpaid internships, and oftentimes paying to work for free as part of a co-op or internship program at school. It means sending out hundreds of resumes a week, and considering it a miracle if you get a call back for a part-time job at Starbucks or the mall. It means deflated wages and a rising cost of living.

This is the reality of my friends. This is the reality of my classmates. This is my generation; the first in over a century that could live worse than their parents.

The mainstream dialogue has two theories about how we got here and both of them are garbage. The first theory attempts to individualize systemic problems and pin the blame on young people and their parents. As the story goes, "There are just too many young people in school today." To shorten that, there is just too much education.

But, there are a lot of young people in college and university. We live in a province where over 75 percent of newly posted jobs require that you finish post-secondary education. The last time we had an abundance of young people heading to school because jobs required them to, we had a novel idea. We removed fees from high school. If we did it then, why can't we do it now?

This idea also relies on an absurd straw man argument that too many young people study useless subjects. Useless, of course, being defined as that which is not profitable or doesn't contribute to the private good, but rather the public good. But, any sensible person knows that we need graduates who excel in all fields of study.

Our government has been abysmal at long-term economic planning; instead, relying on panic-induced proclamations that young people should study this, that, or the other thing. First, it was teachers, and now they say we have too many teachers. Then it was law. Now we have too many lawyers. Today, it's science and technology, but I fear in a globalized world that a few years down the road, these jobs, too, will be moved across the ocean to jurisdictions graduating more students at a lower cost.

The second argument is that we are experiencing a skills gap. But, this is simply a lazier version of the former argument. The skills gap claims we're graduating young people with training that is incompatible with available jobs. But, there is very little evidence to prove this. In fact, the evidence we do have refutes it.

First of all, how can young people have training incompatible with available jobs, when there are no available jobs to begin with? According to a CIBC report in 2013, out of 25 occupations showing signs of skill shortages in the near future, almost all of them required higher education. So, is there really a skills gap in Canada? There's hardly a shred of evidence to prove it.

So, what are some real solutions to the challenges young people face? Well, first of all, I think it's important not to pin the blame on young people, or their parents, or colleges and universities. Sometimes we like to say that it's not the government's lack of planning, it's not the unnecessary outcome of globalization, and it's not stingy employers. It's the fault of colleges and universities, students, and their parents who have collectively made poor choices, apparently, to attend higher education, despite government encouragement, a competitive global marketplace,

and job postings asking for a Bachelor's degree as a minimum for an interview.

There aren't any easy answers to these challenges. But, giving my generation a seat at the table and taking us seriously would be a fantastic start. And, when decision makers finally decide to do that, here's what we would like to tell them.

First, we must immediately reduce the cost of tuition fees, with an eye to eliminating them for good. There is no reason why no young person should be barred from attending public university, or mortgage away their future to go to college. Statistics consistently show that students from the highest income families make up more than 50 percent of university enrolment figures. And, those from lowest income backgrounds, they barely reach 10 percent. Getting an education should never be predicated on whether or not you can afford it.

Second, we need stricter enforcement of labour laws around unpaid internships, entry level jobs are being eaten up by unpaid positions, and filled by rotating cohorts of young people desperate for any kind of job experience. Often these internships are facilitated as requirements for academic programs. This must stop.

Finally, we need to have a broader conversation about how to connect students with meaningful jobs, and make the jobs they have now more secure. I grew up in a generation that seems resigned to live their lives as baristas, waiting tables, or folding clothes at the mall. And, while we need to create strong full-time jobs that live up to our aspirations, we also need to be serious about organizing and unionizing the retail and service industry.

So, I'd like to conclude with something that I began my remarks with, that people can't decide whether my generation are lazy brats or a lost generation. I think I've adequately disproved the former characterization, but is the latter any more accurate? Can it really be true that as a society we've condemned young people to a future of financial insecurity and living pay cheque to pay cheque? In my opinion, the answer to that is yes. But, it is a soft yes.

There is still time to turn things around. It will mean practicality must triumph over politics, imagination over indifference, and courage over cowardice. We have many tough decisions to make together in the coming years, but young people have the practicality to put aside pettiness that roams the hall of legislative assemblies. We have the imagination to propose solutions outside of the box. And, we almost certainly have the courage to leap into the great unknown and make things work, no matter what.

Queen's Park and Parliament Hill may be too timid to take that risk, but I'm standing here to promise you we'll drag them along kicking and screaming if we have to. Thank you very much.

ANGELO DICARO: Thanks, Alistair. So, lastly, we have Patricia.

PATRICIA MORRIS: Thank you. And, thanks for having me here today. In my job as an area, regional and branch manager for Kelly Services and Manpower Temporary Agencies, my area of service was Windsor, Chatham, Sarnia, London, St. Thomas, and I was responsible for Kelly Healthcare for Canada.

I've managed employee supply to industrial sites, automotive sites, office sites, and occupational health nurses to the automotive, the gaming, the petro chemical, and the community sectors.

What I'd like to speak to you today about are the myths, the truths, the ethical and the unethical sides to this temporary service supply. Warning, my findings may not be popular. But, they're coming from the heart and honest.

To begin, the industry was originated in 1947 by William Russell Kelly. He founded Kelly Office Services, more commonly known as Kelly Girls, with 12 customers and \$848.00. I'm going to share with you an advertisement that I came across while I was doing research. I was appalled, and I'm sure you will be, but bear in mind that this advertisement was from 1971 slogans. It was on billboards, it was in much of their printed materials. So, these are not

my words.

"Kelly Girls never takes a vacation. They never takes a holiday. They never ask for a raise. They never cost you a dime for slack time. They never have a cold, a slipped disc, or a loose tooth. And, if they don't work out, you don't pay."

As appalling and sexist as this slogan is to all of us, I'm sure, has the industry changed? Well, hopefully by the end of my talk we'll make those decisions and our own opinions.

I believe it has, to some extent. The temporary industry largely employs visible minorities, Canadians that are new Canadians, homemakers, retirees, just to name a few, that either have difficulty securing employment in the traditional way, or they choose to work in a fluctuating workforce. We employed skill trades, professionals, teachers, bankers, et cetera. The temporary industry was definitely conceived by necessity.

The initial premise of the industry has certainly grown and expanded the Kelly Girls into manufacturing, industry, office, IT, technical, nursing, education, hospitality, and I could go on and on. You all know. The reasons for the growth are many; however, globalization, just-in-time supply, those are contributing factors, but they are certainly not the only factors.

Along with this growth, legislation has scrambled in an effort to standardize, protect, and create more support for these temporary employees, which, by the way, in 2013, and this is just one company, Kelly Services, employed 540,000 employees globally, in 2,600 branches, this is globally, and in 82 countries. And, this is just the tip. Kelly is in the Fortune 500 group, but they're certainly not at the top, and there are many other agencies; actually, there are 1,000 in Canada.

In 2009, Provincial Bill 139 of the *Employment Standards Act* was created in an effort to better support these employees. It added severance pay to an already mandated vacation pay, WSIB coverage, CPP, employee insurance, and of course, company profit. I think you would agree that most of us are in business to make a profit, but these companies are driven by volume of business.

And, in the case of, say, a worksite that has 25+ employees on it, the profit margin per employee can range from \$1.25 an hour to \$2.25 an hour. It's driven on volume. I know this is much lower than many of you expected to hear; however, it fluctuates given the complexity of the jobs. Because the agency is, of course, the employer of record, one grave WSIB incident can be the end of that company, and I've seen it happen in Windsor.

Surprisingly, with these 1,000 employee companies in Canada, and according to Forbes and Statistics Canada, we hit a record 2 million temporary employees last year in 2013. Two million. These people may work beside you, you don't know. They may work anywhere in the plant, or whatever industry you're in.

And, even though I worked for what I felt, in my heart, was an ethical Fortune 500 company, I spent a great deal of my career fighting for minorities of all kinds. There were reports of verbal abuse, discrimination, human rights violations, and very poor working conditions.

Having presented the industry facts that I have so far, you might ask, what is my ideal job? Well, my ideal job would be a secure structured employment model for all of Canadians. Like our parents, they raised our families with benefits, and holidays, and they had strong support and representation when issues arose.

I hope that this small amount of honest dialogue will help you to move forward and have a conversation amongst your peers. I know that there is an opportunity for change. Has the temp industry changed much? Not near enough. Let's get to it and start the dialogue.

ANGELO DICARO: Thanks so much, everybody, for that. And, I guess what I'll invite people to do, is if you want to get up to the mics, I can manage the floor questions from here, and this helps us see each other as people maybe converse with one another.

But, while people are getting up to the mics and thinking of some questions

they might want to ask, I'll throw a couple of questions out, and maybe we can get that dialogue going. And, your microphones at the tables should work.

I think in each case, I mean, each are sort of unique issues that were brought to the table, but there are lots of points of intersection here. And, a couple things just that struck me in the various presentations was some of the statistics that show the transformation of the job market moving from manufacturing to services. We all know that's happening, but to the scale that it's happening is quite startling.

The fact that Ontario is just unbelievable when it comes to creating the conditions that just prevent young people from getting into school, and then delivering no goods for them when they leave is interesting. And, also, just, I guess, the frankness of the conversation about temp agencies, and the fact that there are a lot of vulnerable communities that access them, maybe disproportionately so.

So, maybe just in the spirit of who is in the room here, what I'm curious to know from you folks is; how do you envision unions playing a role in addressing the various issues you've talked about? I've heard unionization, that's a given; right? But, how can unions, as a collective force, as a voice in the community, how can we actually help with that? And, I'll open it up to anybody who wants to answer.

ALISTAIR WOOD: I guess I'll take a crack at it. I mentioned it in my remarks, but I think the labour movement and the student movement have always had a very close connection, and that's really good. It's always a very strong relationship.

But, what I think the labour movement could do best, particularly as it relates to improving employment standards and outcomes for young people, is making sure that we do start organizing where young people are working. So, that's in the service industry, that's in the retail industry.

I have a lot of friends, and I was saying this over lunch, I have a lot of friends who have degrees, they're very talented, creative, imaginative people, but they're in jobs that are in retail. They are baristas, they are wait staff, they are bartenders, and many of them have said, "You know what? There's dignity in this work. And, I wouldn't mind this job if it paid me well, if I had security, if I could make a living out of it and support a family."

And, I think that it is important for us to be able to do that by organizing the retail and service industry. And, I think part of doing that is realizing how to do that and how to effectively organize with young people. You know, there's an idea out there, everyone has this idea, that it's best to reach us by technology.

I'm part of a generation that grew up with the internet, with iPads, with iPhones. But, as a matter of fact, they're so immersed in our daily lives that it's the face-to-face contact that really will make a difference that really will be unexpected, to actually get into those workplaces and talk to those young people.

And, I guess the last thing that I would say is, to start moving away from this big dialogue that we're having as a society about, you know, these jobs that young people are in are qualitatively bad. To be a barista, to be a waitress, to be a waiter or a bartender is somehow a demeaning sense of work. All work has dignity. It doesn't matter whether you're a welder, or a teacher, or you're folding T-shirts.

And so, if all work has dignity, dignity implies that you should be compensated adequately for that work as well. So, I think that organizing the service sector would be a really great start to improving young people's lives.

ANGELO DICARO: Fantastic. Yes, Pat?

PATRICIA MORRIS: I think one of the things I'd like to see is the labour movement have conversations with the employers. I think that's really where, to understand why there are so many temporary employees, I think the conversation would be best served by having

those conversations with employers. Why? You know, give us an honest snapshot of what is driving this, and let us see if we can't make it better for people, give them more money, whatever it takes. You know, make benefits available, whatever it is, to try and change that.

ANGELO DICARO: So, just a greater dialogue between ---

PATRICIA MORRIS: With the companies.

ANGELO DICARO: --- rather combative sort of ---

PATRICIA MORRIS: Yes.

ANGELO DICARO: Fair enough.

KAYLIE TIESSEN: And, to add to that, I think we need stakeholders from all different industries, students, young people, employers, government, labour unions; everyone needs to be talking about this.

This is a problem that is affecting every single one of us, or our family members. And, if we don't work together, and start recognizing that there is room here for us to have some imagination, and think of all sorts of different solutions, and opportunities that we have to make Ontario's labour market work better for us. It's not impossible, but we have to start talking and conversing together to make it happen.

ANGELO DICARO: Fantastic. Okay. Well, now there are people at the mics here. So, let me start with mic 3.

MAGGIE HARBERT: Thank you. Maggie Harbert, Local 350, Ottawa Valley. My question is for Kaylie, and I apologize if you had it in your slides. Dino was talking to me and showing off how he took some minutes, and he was all so proud of himself, so I might have missed some of your presentation.

And, it's around the question of part-time workers, because I know in a lot of industries you are labelled part-time, but you're working sometimes full-time with over time, but if you have to go to the bank for a mortgage, you still have to fill out that you're part-time, and really only guaranteed -- you know. So, did you cover that, and is there, like, a stat on that?

KAYLIE TIESSEN: I don't have a specific stat on that. The slide that I showed, I think, was temporary versus permanent work. The slide for part-time versus full-time work is very similar. And, the report there is only for people who are working part-time. So, it doesn't cover someone who is working two part-time jobs to create one full-time week. Those people would actually be counted in that full-time number.

But, whether or not someone is working more than 30 hours, or 25 hours a week, I don't know that information from that slide. And, I'm sure we could look it up on Statistics Canada.

MAGGIE HARBERT: I think it would be an interesting statistic, because it also masks, really, the employment; right? Like, you know, we're getting all these workers at part-time, but they're working full-time hours, so we don't need to reclassify; they're fine. Anyways, just food for thought. Thank you.

KAYLIE TIESSEN: Yes, thank you.

ANGELO DICARO: And, just on that, too, I mean, the way Statistics Canada even identifies a part-time worker is anybody who works less than 30 hours a week. We can speak for Local 414 folks here, how many part-timers are working 37 hours a week. And so, that's a misclassification. It's way under rated in terms of the level of part time. We'll go to mic 1.

GERRY LOGAN: Thank you, brother. Gerry Logan, Local 444, out of Windsor. I just wanted to speak briefly on the temp agencies. First of all, I was a little shocked with the number of two million part-time workers. When I started at TRW, all the hiring process was done through temp agencies. I started through a temp agency.

When I did get elected, that was my top agenda. These workers have no security, no benefits, lower wages, and it creates problems across the board. But, what we did is we

implemented a student TPT program. So, this provided jobs to our families and kids like that, and that changed the whole hiring process at TRW. I'm sure the other TRW representatives here can speak to what this employer is like, and they're not very friendly.

But, we went from having -- they started using the same practice for our full-time employees. So, now we have 30 more people on the seniority list that are guaranteed a good wage, benefits, can get a mortgage, can get a car, can provide for their kids.

So, I'd like to encourage the other representatives. If your employer is using temporary agencies, maybe you can look at a student program, and there are lots of benefits to it, because these students, they get through university, they become professionals, and they remember it was the unions that helped them get through, that paid their college.

So, I just want to -- and no offence to the woman from Kelly Services, I think we have 52 or 54 temp agencies in the City of Windsor. Sixty, pardon me. So, that's kind of ridiculous, when you think about it. So, if there is anyone that would like to see our student language or something, you can email me, or come and see me.

But, it's a good step to change the hiring practices within our facilities. And, like I said, they move on to become lawyers, doctors, whatever they do, and they remembered Unifor, or CAW back then, helped them get through college. Thanks.

ANGELO DICARO: Good points. Did you want to make a comment on that?

PATRICIA MORRIS: I actually heard about this TPT program, and I think it is brilliant. You know, that's why my comment is, you know, we need to have the conversations with the employers, the employing companies, because I think that's a brilliant way to circumvent the mass hold on the workplaces.

ANGELO DICARO: The solution is out there.

PATRICIA MORRIS: I think it's brilliant.

ANGELO DICARO: Mic 2.

JAMIE WRIGHT: Good afternoon. Jamie Wright, Unifor Local 88. That's GM Assembly in Ingersoll, Ontario. And, I just want to maybe share a little story about what we're going through right now, and maybe, Patricia, you can comment on the Kelly Services.

Aerotek is another agency that provides temporary workers. We became aware that General Motors in our plant was bringing in some temporary skilled trade workers, unbeknownst to us. So, we took that issue on. We went down to the shop floor, we spoke to these workers, and we asked them one question. I'm a full-time health and safety rep in the plant. We asked the one question, "Do you have WHMIS training?" The worker looked at us and said, "No, I don't." So, we immediately had the workers removed out of the plant. And, I'll come back to that in a second, too.

And, we went to the employer and said, "Who trains these individuals?" Keep in mind, you know, we deal with contractors every day on site, some of the bigger contractors that come in, especially in skilled trades, and we have language around that. They are represented by a union. They have health and safety policies and procedures. So, I'm not talking about that. What I'm talking about is these one or two, or five or ten workers that come in, work alongside our skilled trades, and they have absolutely no health and safety representation whatsoever.

So, we went to the company and said, "Well, who trains these people in health and safety?" "Oh, it's Aerotek's job. They are the employer of record." We said, "Okay. Well, what training do they have?" "We don't know." "Well, why are you bringing them into the plant?"

So, right now we have a grievance that's been expedited to arbitration the first week of June, I believe, with help from the National office and the Legal Department, Mike Van Boekel, our plant chair, and Matt Montgomery, our skilled trades rep, and it's going to be an interesting argument to see where that ends up.

But, the story gets more interesting. February 10th, I attended a strategic

planning session with the Ministry of Labour, with Sari Sairanen, Director of Health and Safety, and that's the Ministry of Labour going through their strategic plan on what they're going to do to protect workers in the workplace. And, at the end, they had a question and answer session. One question they asked is, "How can we assist the precarious workers in the Province of Ontario?"

So, I put up my hand and I explained that story, I won't go over that again, and I said, "Who represents that worker?" Remember, I'm talking to the Director of Enforcement, and also the Director of Prevention for the Minister of Labour, and, probably because they didn't have an answer, they said, "Well, you do." I said, "No, I don't." I said, "I don't have the legal right to represent those workers in the Province of Ontario. And, if I did, my employer would object to it, and they would be right in their objection. They have no representation in health and safety." I said, "If that worker was to come into my plant, and we have Health and Safety Committees -- and, we have policies and procedures, they're all good -- he puts up his hand and says, "I refuse to work", who does he report to? Who represents that worker?"

And, there were a lot of very safety smart people in that room. And, I said, "Who represents that worker? If I'm wrong, tell me." Nobody, including the Minister of Labour could answer that.

So, you know, as we come up to the Day of Mourning, and we had a ceremony yesterday, there is a huge loophole in health and safety legislation; hence, why these temp agencies are probably flourishing. It's their way of, one, undermining the union, because they're not paying any union dues, and more importantly, they are not represented whatsoever in health and safety. And, I believe that to be appalling.

I just wanted to bring that suggestion up. It's a fight. Absolutely. I like this campaign, and I have a young daughter and son just entering the workforce, and I don't know what to tell them. I don't how to tell them what to do. It's pretty tragic out there, and we've got to keep up the fight. Thanks.

ANGELO DICARO: Thanks, Jamie. There's a lot of pieces in that, that can be unpacked in a way, but just quickly, I guess Patricia might have a comment.

PATRICIA MORRIS: When I address a -- I don't take offence to any of this. Please understand I'm retired, and babysitting my grandchildren very happily these days. So, I just want to make that clear, nothing you say will be detrimental to me.

The company that I worked the longest for, which was Kelly Services, our mandate with this Fortune 500 company, there are ethical companies, and there are unethical companies. And, it sounds to me like the one that is tangled in this mess is one of the ones that -- sort of like Labour Ready, or whatever. But, we had a mandate to do WHMIS training. We did diversity training. We did much of the labour and, you know, sometimes we trained people in every aspects of -- I even did the jobs.

Before I ever sent -- I know people laughed at me today when I told them that, but I did everything from wait on tables to work with MIG welding guns, and you name it, I did it. I did it for a reason. I did it so that when we sent somebody into a plant, or a packaging facility, or whatever it was, into a nursing station, in the automotive sector, or the gaming sector, so that we understood what the complexities, and what the requirements for both health and safety, and for that person's personal wellbeing, so we understood what they were. That's just my experience personally with the company that I worked for.

We do -- or, we did, I should say, in many instances, when there more than 20 people on a site, or ten people, the employer required us to have an onsite representation. So, if you've ever worked in a situation where you've had a person sitting at a desk, they were there to manage and support those workers.

So, I know in Windsor, where we had them, we probably had eight of them. And, I know that in the work that's being done by some of the agencies in Windsor, they're still

there. So, you know, it's a conundrum of who is ethical, who is unethical, and to try and get rid of a lot of the workplace.

ANGELO DICARO: Okay. We have about six minutes or so left, so what I'm going to do is take the speakers that are at the mic now. We'll go 3, 1, 2, and if you could just raise the question, we'll take those questions, and then we'll do a round of answers, so we're on time. So, let's go mic 3.

SCOTT ROGERS: Okay. Well, I'm Scott Rogers, Mine Mill 598, Unifor, Sudbury. I'm a skilled tradesman, and I had a question for Alistair. In his study for all of his education, do you have any numbers for how many kids are actually going into skilled trades, like, looking at skilled trade jobs? Because I do know we have a short fall. I don't have numbers, I'm sure Brother Cassidy might have some numbers for us. But, I know there's going to be a shortcoming in skilled trades in the upwards of what I've heard is the hundreds of thousands.

So, are kids really taking the right courses? That's, I guess, my question.

ANGELO DICARO: Good question. Okay, let's go mic 1.

DINO CHIODO: Dino Chiodo, President of Local 444, Windsor, Ontario. First off, before I start, I just want to thank the panellists for coming out here and expressing their views. I want to take a moment to thank Pat Morris, because it can't be easy coming into a place of labour, a house of labour, and really give your opinions, on your beliefs, and what you see going forward.

And, I appreciate you really suggesting that the way that you see it is that things should be better, that we should be striving, fighting for our children to get to better jobs at the end of the day. And, from that perspective I just want to say thank you very much for being here and participating in this, because you are giving us some truths. And, we have to look internally to understand what those are, in order to facilitate fighting back.

So, I heard Gerry Logan get up, and that's why I wanted to come here, because it's important to recognize that when we're taking into considering fighting back against temp agencies, we have to understand what they offer, what they're doing, and how do we promote something to make sure we can provide something different for service workers, for the baristas, for those individuals that are bartenders, because we can't just continue talking about the same old song and dance. We can't keep saying that, hey, they're there, but really what are we going to do about it?

We are either in the game or we're out of the game; 82 countries, one company, 540,000 temp agency workers. And, there are probably four of five of them on the Fortune 500, so you're talking about millions of workers that are working for these agencies. And, again, what I heard was that they make between \$1.25 and \$2.25 an hour. And, it's the masses, because they have 500,000 employees, that is what is giving them a billion dollar advantage in their industry.

So, again, from that perspective in Windsor, Ontario, we've been putting a project together. How do we combat this? And, we talked about the burden costs, so to be. Because we knew in TRW, at \$25.00 an hour, and you strip away those so-called burden costs, which is total bullshit, the employee health tax, WSIB, EI insurance, everything that is important to having a full-time job, what ends up happening is there \$1.25 left at the end of it. And, we were off base, because we were trying to conclude, because we don't look at the extra people, the costs with regards to having the facility paying your HR department, the vetting of the testing, and we were estimating it was around \$5.00 or \$6.00.

So, we wanted to get into a cooperative temp agency. And, we looked at it, and we said, is it possible, is it feasible? Can we get into the market? Can we give an extra \$2.00 an hour to that employee, so that they're not making \$10.25 an hour, but making \$13.00?

Can we take another \$1.25, and then put it in benefits, so at least they have

something to say that they're a healthy worker? Go to a community chapter and now say look at what we can provide more than what you've been able to have through a regular temp agency. And, unfortunately, it's these truths that we need to hear so we could look again at ourselves and reflect, and decide how we move forward.

But, let me suggest, that when you really hear this information, and talking amongst ourselves in the House of Labour, we have workplaces within our own house that have temp agencies. And, as the President of the Windsor and District Labour Council, I have people call me and say, hey, I just got fired from a workplace that you guys represent. And, it wasn't my local in that one instance. I'm not suggesting that we don't have the problem in my local. I'm going to bring up a couple of scenarios that we actually played out.

But, what I'm suggesting is that when I called the president of the local where that worker was calling me from, they had no idea that they had temp workers in their facility, a unionized Unifor workplace. So, then, you've got to take a step back and say, how can we not know?

So, from that, we started asking some of the presidents in our workplaces in our area, and we don't have many responses, let me be upfront with you, because we're trying to identify where are these temp workers? Because through the friendships that we have with Pat Morris, she's been able to identify a few of those for us.

And, from that perspective, again, we need to reflect. And, I can give you a couple that were out of 444. Sterling Marine Fuels, Heligear, Norstar Aerospace. So, what do we do? In the last round of bargaining, we went in there and said no more can you use a temp agency. What are you going to use? You're going to use our adjustment centre, so it's our workers first.

And, in the instance of TRW, we had to do something a little more dynamic, because we went to our employees and what we said to them was, listen, you have children that are in school because the age is a little higher than the average. And, from that perspective, those individuals now have children that are trying to get through university. As long as they're in school they can get a job with a half-decent wage, and provide, so the parents don't have to pay for the education without having anything for their child, trying to get that opportunity to continue through school, because that's what we're fighting for.

So, the question I have, and I don't even know if it's to the Panel, it's really to this whole body here, is when do we, as an organization, look within ourselves, and again put some resources into making sure that we have coordinators so that we can go from workplace to workplace, and start identifying how many temp workers we have within our own organization. Because only then can we reflect and say this is how we fight it on a go-forward basis. Because if we can't clean up our own backyard, how do we think we're going to take on the challenges with the rest of the world, 82 countries, 540,000 employees for one individual workplace?

Again, from that perspective, I mean, I thank the panellists. I appreciate the openness, the honesty, because if we don't have that, then we certainly aren't on the right track right from the beginning. And, I appreciate the work that you're doing because, I mean, again, Angelo, everything you're putting forward, and trying to express, and trying to teach and educate, this is what we're made of, and this is where we come from.

So, the idea now is come together, talk about the issues, and don't be nervous to say I have a temp agency that's coming out of my workplace, now I just need some help in dealing with it and how do I eradicate the situation, or put contractual language in place to make sure that they never come back? Or, from that perspective, put something else in place that works, so we can get gainful working people the money, the benefits that they deserve. Thank you very much.

ANGELO DICARO: Thanks, Dino. Okay, so, we're now officially over time. But, I have no authority to cut off the Chair of the Ontario Regional Council. Now I'm only taking

the last speaker here, which is mic 2, so that's the last on mic 2.

JODY NESBITT: Jody Nesbitt, Chairperson of Green Shield Canada, Local 240. I just want to let everybody know that Green Shield Canada is the only unionized private health insurance company in Canada. We're also not-for-profit, and so, we just came out of a difficult set of negotiations. And, the reason why is we are now infringing on the Big Three of our industry, on the heels of Great West Life, Sunlife and Manulife.

So, the admin cost is something that keeps getting thrown down our throats, so they are always looking at ways of cutting down wages, and bringing in temp workers at lower wages. So, we were able, through negotiations, to keep the language to 90 days, and we haven't, thankfully, had a temp worker in, in the last five years, I believe, at Green Shield, because we also find them the resources within.

Although we're doing well, we have the constant reminder that we are unable to compete, because these large corporations like Sunlife, they are under quoting on big jobs, because they have short-term and long-term disability and death insurance, where they make a load of money. So, they're able to undercut us huge.

ANGELO DICARO: Just to speed things up a little bit, just because we are over time, if we can just get to the question parts, and then we can get the Panel's -- sorry, Jody.

JODY NESBITT: What I would like to see that our union starts focusing on is exploring opportunities in our sectors to start to organizing other workplaces that are like us, so the Great Wests, the Sunlifes, so that we can get those workers good paying jobs and we're on level playing fields.

Also, create jobs or students, which we are happy to announce that we actually increased the usage of students to help them with their university tuitions. So, it's more than important to get these people unionized so that we can get good paying jobs throughout all of the industries, and specifically ours.

ANGELO DICARO: Thank you. Okay. So, just the last two, and just the question, if we can. Mic 3.

FIZUL KARIM: Fizul Karim, Local 112. I just wanted to share a short story.

ANGELO DICARO: No, we've got to get the questions. We've got to hurry because we're over time. Sorry, Fizul.

FIZUL KARIM: All right. I work for a company, Caterpillar dealership. They wanted to bring in agency workers. Our committee put a stop to it. And, instead, we suggested, as a union, you bring in supplemental workers and you pay them the ingoing rate, the first classification in the parts department, which is over \$21.00. That's the rate they're going to come in with, with the possibility, after they've finished their stint, to hire them.

This went on for about six months. Today I can tell you proudly that eight of those workers that were hired last September, I got a posting a couple of weeks ago put on the board for eight full-time employees.

ANGELO DICARO: That's good.

FIZUL KARIM: They got hired full time.

ANGELO DICARO: Fantastic.

FIZUL KARIM: We had one clause we put in there, that the time they served as supplemental workers will go towards their probation period. So, four of them are already full time, just got hired. They finished their probation. These are innovative things unions can do. Thank you.

ANGELO DICARO: Thanks, Fizul. And, last question, mic 1.

BRIAN GORMAN: My name is Brian Gorman, I'm with 1285, and I live in the City of Brantford, Ontario. That's the home of Wayne Gretzky. I suppose you all know that. But, there is a company there called S.C. Johnson. And, I have friends that have worked there for years.

Several of them have been working for a period of time, up to three years, without being taken on full time.

So, my question is, if temp services were outlawed in this country, what would the companies do? How would they get the people? They would hire them. Okay? That's my question. Thanks very much.

ANGELO DICARO: That's a very good question. Okay. So, just to summarize what was raised on the floor, there was a question around whether students are choosing skilled trades, and to what extent they are. And, that was to Alistair specifically.

There was a comment about alternative models of employment agencies. What would happen if we just simply outlawed employment agencies? That's a provocative concept that I'm not sure is practical, but it's out there. And then maybe some alternative things that unions can consider within collective bargaining.

So, there's lots to work with. So, last comments. We'll start with Alistair, because the first question was to you, and then Kaylie, and then Patricia.

ALISTAIR WOOD: Okay, cool. I'll try to be very brief. So, again, I just want to thank everyone for having me up this afternoon, it was really great to be here. With respect to the question about skilled trades numbers, you can find those numbers on Statistics Canada. I was just trying to bring it up on my phone and I couldn't quite get to it on the mobile site. But, there are a few things to note.

The first thing is vacancy rates in terms of apprenticeship related trades are actually quite low. There are some in very specific areas. And, in terms of where there are signs of labour shortages, and that doesn't mean that there is or that there will be, but that there might be, CIBC reported that the vast majority of those would actually be in healthcare. There were a few very trade specific ones, so underground mining, gas and oil extraction, there was a sign that there would be vacancies.

I think in terms of that, the data kind of shows that the vacancy rates in those areas are actually quite low. They are much larger for specific areas. And, the last thing that I think is very interesting to note is it was probably last year, there was an article in the Globe & Mail that talked about all the available job postings that they could review. There was a survey done, and the majority of those actually required skills that would be given in a B.A. education.

So, there are a lot of students who are choosing apprenticeships. There are a lot of students who are choosing skilled trades. And, there are some vacancies in very specific areas. But, as a whole, it's not as endemic as a lot of people are being led to believe.

ANGELO DICARO: Okay. Kaylie.

KAYLIE TIESSEN: Just to talk a little bit about how to work with temp agencies, it seems to me that in some ways the answers are already in this room. There were a lot of people who got up and started talking about the ways and the strategies that you've already put in place to work with temp agencies, and try to find solutions. There is no reason that we shouldn't be talking together more in order to find those solutions, better solutions, and more long-term solutions, moving forward.

PATRICIA MORRIS: I'd just like to address the last gentleman that talked about the company S.C. Johnson. They were a very large Kelly Services client. I don't know what their volume is these days, because I haven't been with the company in years.

However, you have to remember that any of the arrangements, or the numbers of temporary helpers, or the contractual verbiage comes from the company. It does not come from the temporary agency. So, that's why I keep saying, the union membership has to go to the companies. These are conversations that you cut out the temporary employment agency by having this kind of a conversation with, i.e. S.C. Johnson. You know, and I could go on for hours about the numbers of them.

Some of these worksites are very abusive, and some of them work. You know, not all -- just like every business, not all temporary agencies are the devil. There are some very unethical and abusive worksites and I've seen them.

So, it's a dialogue that has to happen on a company level, and I think you'd be surprised, if they're honest and open, like we're trying to be today, of why they are driving their workforce like that, and how to end it.

I love the TPT solution. I mean, I'm sure there are many others, but I think that's a great one.

ANGELO DICARO: Well, definitely dialogue and solutions is the cornerstone of why this initiative is being taken on to begin with. So, I appreciate the participation from the folks in the crowd, the delegates here, but specifically for our panellists for joining. And, we have just some parting gifts for our friends here. And, so just one more round of applause for them. Thanks very much, guys.

POINTS OF PRIVILEGE

DINO CHIODO: Point of privilege at mic 1.

CHRIS TAYLOR: Thanks, Dino. Just real quick. Chris Taylor, Chair of the Political Action Committee. We put some papers out earlier asking people to sign up if they want to be involved in the mass communications and any political actions that we've got going forward.

We need to get those papers collected, so I'd simply ask, if you can, put them out to the ends of the tables. If you see either I or Jackie McIntosh, if you see us walking by, and you've got it, just put your hand up and we'll grab it right away. Thank you.

DINO CHIODO: We have a point of privilege at mic 3.

MIKE KISCH: Mike Kisch, 2458, Holden's dad. The difference with this union and many others is not only the passion, and you can see that from the discussions, the activism, the leadership, and also the compassion that everybody has, and especially with what we've been going through right now. So, from the bottom of my heart, on behalf of my family, on behalf of Holden, you guys raised or donated \$2,715.00 to the park.

So, I thank everybody very much. And, what that will actually do, just to kind of put it in perspective, is when we first looked at the park itself, it's a two-block open field, essentially, about three blocks away from where we live, and it's an area where Holden used to go with his buddies, and hang out just down a couple of the streets that are adjacent to the park, before the houses were all built.

He would go there with all of his buddies, and he would ride his bike, and he was always outdoors, and fishing, and camping, and doing all this stuff. They used to go on these jumps. They would go to the park and hang out, and then from there they would then go home.

Shortly after we had got the official diagnosis there was nothing we could do, I had reached out to a town councillor in LaSalle, it's just 30,000 people just outside Windsor, through a friend of ours who is on Council. And, I said to her, Crystal Meloche, I said, "Crystal, what do you need to do to get a park named after somebody?" And, that's what really started everything.

Originally, the town said what they would be willing to do for us is to create a memorial area for Holden within the park. That would cost approximately \$25,000.00. So, what I've done is I've been texting back and forth with my wife saying what I'd like to do is -- that was the first phase. Sorry; that was the first phase of the project. We had that money within literally hours.

We then moved it to Phase II, which is more of a play set, basically redoing the entire 400 x 200 foot area, and then have a full-blown park. So, not only would we have an area where we could go with our friends and our family to remember Holden, and to do the things that he liked to do, but also now for these places where they used to ride their bikes, now that there are

homes and families, and children, and LaSalle is full of kids, it's to give them a place to create their own memories as well.

So, what we want to do is -- it feels good to stand up here and smile, and not cry. So, basically, what this money is going to do is the memorial rock, which will be essentially as you enter the park, they're going to create a new entrance to the park, his memorial rock will be right there. This money will go directly to that. It will go to the plaque with his picture, and a write-up about him, and also a bench somewhere in the park where these families can sit and watch their kids play. And, much more possibly; it depends on pricing. Again, everybody, thank you so much, it's really appreciated.

DINO CHIODO: Thank you very much, Brother. Point of privilege, mic 3.

SHERI LAEKEMAN: Sheri Laekeman, Unifor 4212, President. Just a quick update, our Welland Canal Fallen Workers Memorial booth/table, isn't doing so well. I think we've raised about \$120.00 so far. My concern is this. While this is a great endeavour, I don't want to go back to my committee and say we raised \$150.00, and that was the message from the labour community.

So, what I'm asking is, as you leave here today, stop by, pick up -- there are all sorts of things that you can donate a couple of bucks to. We've got all sorts of stuff there. Stop by, ask a couple of questions.

You know, we started a bit late, we started a bit slow, but please, if everybody could just go over, check it out for a few minutes, I certainly -- you know, with all the good work that we're doing, this is highly public. It's all over the Niagara region in terms of media, so I'd encourage everybody to just go and throw a couple bucks in our little glass jar there. And, we'll look forward to having a big fund at the end. Thanks very much.

DINO CHIODO: Thank you, sister. So, just trying to get on track here with the order of the day, we've got a couple of outstanding recommendations, but what we are trying to accomplish is we have Wayne Gates that really has to get going. He's got a couple of appointments he's already late for. So, in saying that, what I would like to do is take the privilege of recognizing Wayne Gates.

He is the President of Local 199 out of the Niagara region. He basically has 9,000 active members in his local, with about 21 workplaces that he represents. He has done an amazing job in the labour movement. He's been active since about 1980 in the automotive industry. He's done an amazing job talking on the issues of social justice, and went into Niagara Falls area running as a member of provincial Parliament, and in saying that, defeated Hudak in his own home base.

And, in saying that, it's wonderful to be able to say that Wayne Gates is a friend of the labour movement, a friend of ours, and working on behalf of our issues. Everybody, Wayne Gates.

PRESENTATION: WAYNE GATES, NDP MPP

WAYNE GATES: You're going to have me emotional before I even say a word. I just had to adjust this. Jerry spoke before me, so I had to raise it up a bit. So, I just thought I'd say that.

First of all, brothers and sisters, good afternoon. I'd like to start by thanking everybody very much for inviting me here to speak. I'm thrilled. I'm honoured. I can't even say how I feel. And, I'm sure many of you know I've been around these meetings a long time, and it's great to see so many of the faces. I don't think I've ever got a standing ovation. Ever. Period. Especially in my home local.

For those of you who may not know me, Dino said a bit, but I'm Wayne Gates. I've been President of Local 199 for 12 years. I'm very proud of that. I was a city councillor in

Niagara Falls for the last three and a half. And, now I can say I'm serving the people of Niagara Falls, Fort Erie, and Niagara Lake, as their MPP at Queen's Park.

Before I get into the formal part of my speech, I'd like to say that it's kind of interesting, if you remember, I know there are a lot of people that were here at the last -- or, our first, I guess, Ontario Unifor Council. And, I went to the mic and accepted to sit up here as a member of the Executive Board. And, I said, it took me 39 years to get to sit up at the front of the hall. And, here, three months later, they're actually inviting me to speak. I don't even understand it; it's kind of weird the way it worked out.

But, I'm certainly pleased that it did. But, I want to talk about, before I get going, I wanted to talk about where I was six months ago. And, Dino knows this, because me and Dino are really good friends, and Kenny knows this.

And, before I start, I wanted to introduce my brother-in-law. He's at the back there. He's never been to Port Elgin. Last night, we drove in around 2:00 in the morning. He asked to drive up with me, so I didn't fall asleep on the way here. He's delighted to be here, thrilled to be here. Maybe just give him a warm welcome for first time ever in Port Elgin.

But, what happened is, I was asked by the party to run. And, quite frankly, I said to our leader I didn't want to run. I wasn't interested. I was quite happy -- I'll be very honest, I was thrilled to death to every day wake up in the morning knowing that I was the President of Local 199, and I was representing workers, and a strong voice for workers in many, many sectors.

And, I was enjoying myself on City Council. You know, we had a council that was actually getting things done. We didn't always agree, but we were always professional, we always respected each other's opinion, and then we moved on to the next issue. And, then after our council meeting, we'd all go out and have some beer and pizza, and have that kind of stuff. So, I was enjoying myself.

I talked to my family about running. I talked to Kenny Lewenza about running. And, my wife said, "You know what, Wayne? You're enjoying yourself in what you're doing. You're old." I didn't actually like that comment that much, but she did mention that. And, "Why at this point in time in your life would you want to do it?" There was one -- all my family said don't run, except one, and he's here, Frank.

But, one day I was driving to work, going to the hall, and I had to listen to Tim Hudak on CKDB 610, a local radio station in the Niagara area, talking about how he wanted to take this province to be a right-to-work province. So, he'd take us back to being Alabama. And, I knew in my heart that the only person that could beat Tim Hudak in the Niagara Falls riding, in his home town of Fort Erie, was me. And, that's not being conceited, that's how I thought about it.

I went home that night to my wife. I sat down with Rita. I said, "Rita, you might not like this, but...", and I told her what I went through that morning, and what I was thinking about all day. And, what I was thinking about was my kids, and my grandkids, and what type of future they'd have if this guy ever got a hold of our province. And, we had to find a way to stop him.

So, she agreed that she would support me to run to be MPP. It was very, very tough on her. She's got a number of issues, everybody knows here. But, what was interesting, we decided to do it.

But, I'm not standing up here today -- I'd be sitting over here with my colleagues over here, my brothers and sisters on this side, if it wasn't for everybody in this room and the labour movement, because local after local after local sent cheques to help fund the campaign. They sent volunteers, and we were able to take on the Conservatives because, quite frankly, in our riding it wasn't about the Liberals. They were not going to do well in that riding even though it was owned by the Liberals at the time.

So, we decided to do it. So, I'll get on with my speech. I just wanted to say that that's why I decided to run, because we have to stop this guy. And, I've got to tell you, the bi-

election was tough. It was a tough fight. It was the coldest winter we've had in years, we've seen in years, and we knew the election was between two parties, the NDP and their candidate, myself, and the Conservatives.

And, the Conservatives tried every dirty trick in the book. They put out false ads on radio. They put up false billboards across the area. They were desperate. They were desperate because we were fighting in Tim Hudak's home town of Fort Erie. And, when I was going door-to-door in Fort Erie, it would bring tears to your eyes to watch what was going on there. Young people, when the racetrack had closed, young people having no hope. There were for sale signs all over the house. And, we saw this more across the river into the States. Not just stores were closed, entire plazas were closed in Fort Erie as they were going to lose the racetrack.

And, we fought hard and we won. And, you have to say to yourself, why did you win? We won because we ran an issue-based campaign. We won because of the volunteers, many who are here today. I want to say to the retirees at the back, right at the back, they came, -17 degree weather, freezing cold, the wind was unbelievable, and they were knocking on doors with snow drifts up to their knees. They're right in the back; so give them a hand. That's the type of union we have. I want to say thank you again.

But, we knew right off the bat the campaign was between the NDP and the Conservatives, and they did, too. I want to thank Unifor for running a full-page ad in the local newspapers. But, not just in our local newspaper, right across the Province of Ontario, and talked on what would happen if we ever had a right to work for less Province in Ontario.

The Conservatives, they pumped all kinds of money into the campaign, and they focused on attacking me, our party, and just as important, the labour movement. I've got to tell you, it was unbelievable how far they went in the ads they made. They called me a union boss. They called me a communist. My wife said, if she knew I was a communist, she wouldn't have married me.

They called me radical, all five foot nothing -- Radical Wayne they called me. They put out an ad, which was very interesting to me. And, it went from Council -- how many people have been here for a long time? They know that I like to talk in the mic at least once during a council. They went back to a council meeting 8, 9, 10 years ago, they put two of my speeches together, and then played it every 15 minutes on a local radio station with me saying that Buzz Hargrove should lead the NDP. And, that was 10 or 12 years ago; I could never figure out how they got it, but they played it over and over and over.

But, when they called me a union boss, I've heard that a lot. How many here have been called a union boss? Not only did they say it at our debate, when I had my 20-minute opening statement at Queen's Park. I stood up at Queen's Park and I said all those names they were calling me during my campaign, none of them were true. And, I told them, I'm not a union boss. Do you know what I am? I'm a grandfather, I'm a husband, I have five grandkids, I have three daughters; and what is wrong with working for a union that pays fair wages and fair benefits, and fair pensions?

What is wrong with having the opportunity that my kids had, and certainly, Tara, Chantal, and Jacqueline have had that opportunity, where I was able to put Tara through figure skating, and if anybody knows anything about figure skating, there is a cost to that.

My other daughter was in baseball and rowing. Jacqueline is in dance. I had a modest house, we went on vacations, and why was I able to do that, because I was a union boss? I was able to do that because I belonged to a union. I just happened to get elected as a leader of my local union. We should never, ever be ashamed of where we come from. But, the issue today is my kids, because of what was given to me, I was able to provide for them.

The concern today, I believe, with everybody up here on both sides, and everybody in front of me, what's it about? It's not about us. It's certainly not about me. My wife

has already told me how old I am. The issue is about our kids, and our grandkids, and what type of future we want to leave them, and we can't leave them a right-to-work Province of Ontario under Tim Hudak.

They didn't run on their own ideas, because even though their ideas just fell flat out, they won't work. We all know Hudak really wants to turn Ontario into an Alabama with his right to work for less policy. Less money for education, less money for healthcare, no pensions, more people living in poverty; does anybody want that for the Province of Ontario and your kids, put your hand up? Of course not.

Hudak isn't interested in bringing good paying jobs to the province; he just wants to see his rich friends make more money. We work hard to fight for workers' rights, and stand up for big business. Hudak wants to cut our feet out from under us, and he will say anything to do it. When he says that he is going to implement his right to work for less, and he's getting off it, I don't trust him. Does anybody here trust him? Put your hands up. Exactly.

I know Tim Hudak thinks that driving down wages with Alabama labour laws, and driving up labour bills under Ernie Eves and his hydro deregulation disaster is a change we need. But, I know Hudak is wrong. A race to the bottom is not a path to prosperity for our province. We can make smart investment, and create more and better jobs right here in Ontario.

During the election, I promised that I would be a strong voice for Niagara. I'd take the Niagara issues to Queen's Park, not Queen's Park's voice to Niagara. Fort Erie racetrack, I mentioned that. Anybody here from Sudbury? They've got the same issue up on Sudbury, where they're losing jobs. And, we fought for the Fort Erie racetrack, and we haven't got everything we want there, there are still lots of issues there, but I can tell you today the Liberal government has backed down on closing the Fort Erie racetrack. We're putting close to 1,000 people, back to work on May 27th, when they open up that track for a meet, and that's done by standing up and talking about issues.

During the campaign, I talked about a rural school down in Niagara-on-the-Lake. The only school in the old town that has a history there, was there since 1876. And, in that community, the Mayor, the Lord Mayor, Dave Eke, the Regional Chair, Gary Burroughs, myself as an MPP, Rob Nicholson, who is a Conservative MPP, when you talk about you have to work with people, he supported keeping the school open. But, the trustees said, "No, we know better", and made the decision to close the school.

And, we're not going to stop fighting until they reopen that school so we don't have to bus our kids or have portables. It makes absolutely no sense. We're going to continue to fight for education right across the Province of Ontario.

And, you need rural schools; they're the heart of your community. Why do you close them? Why do we have to have little Johnny, five years old, get on a bus at 6:00-6:30 in the morning to go to school? Does that make sense to anybody? We have to stop that, and we're going to continue to fight for schools.

I don't know how much time you were giving me, but I figure if that short guy can do it, I can do it. Now, I'm bringing that fight to Queen's Park. We need to get infrastructure in place.

In our area, we need GO. And, I want to talk about Kitchener. Kitchener is going to get GO, it looks like they're going to get full-day service in Kitchener. Do you know what that does? It creates 33,000 jobs in that area. Why would we not have GO right across the Province of Ontario, creating economic wealth for our kids and our grandkids?

And, in Niagara Falls, what it would mean is putting, where you have the highest unemployment in the province, you'd put people back to work. Twelve million tourists come to Niagara Falls, and we don't have GO to Niagara Falls? It makes absolutely no sense. We think the Liberal government should commit to that.

We need to get hydro rates. How many here enjoy paying their hydro rates today? We need to get them under control. But, in our area, what they're doing, we have the Beck. We just spent billions of dollars on getting Beck up and running, and we have all kinds of hydro. What do we do? We sell it to the Americans at a reduced rate, and then they subsidize it to the manufacturers in New York. And, what do they do? They take our jobs in southern Ontario.

Does that make sense to anybody? Why wouldn't we give our own manufacturers a discount on the hydro, so that they can keep their factories running right here on Ontario, creating jobs right here in Ontario? That makes sense to me.

Hudak and the Conservatives think they need to lower corporate tax cuts even further. We've been lowering corporate tax cuts for years, as our jobs get shipped out of the province. \$770 million every year is given in corporate tax cuts. How many jobs have they created with that? None. They just took it in their pockets and gave it to their shareholders. Does that make sense? We've got to do better.

Companies aren't reinvesting and hiring new people. They're just pocketing the difference. We can take a better approach. And, I've introduced a motion in legislation to make sure companies live up to their promises of creating jobs right here in Ontario. I've seen too many of Niagara's young people have to move away to find a decent job. We can build a better Ontario with smart proposals that work to bring good paying jobs to our province.

I'll be a voice at Queen's Park that keeps fighting for the working class. You all know me, I'm not a shy guy, and Queen's Park is going to know me pretty soon. I'm proud to come from such a great union, with an amazing history, and one that keeps making history, as we heard today.

Unifor has been lucky to have such great leadership, CAW, UAW, I've seen this union become larger than ever before. I want to talk about our victories as I close up.

We defeated Tim Hudak right in his home town of Fort Erie. Within a week, he announced at Queen's Park that he was not going to include right-to-work legislation in his platform. That's a victory for the labour movement. Together, that's the key word, together, we can make a difference for working class people of Ontario, and for our kids and our grandkids.

I want to say again to everybody that helped out in my campaign, that made it a success, I couldn't have done it without you. And, I may have to do it again. I may ask you to come and help again. But, there is some good news about that; it won't be -17 degrees, the wineries will be open, so you can come and have a great time.

So, on behalf of myself, the NDP, I want to say thank you very much for giving me the privilege and the honour to, after four years, finally stand up and speak to my brothers and sisters. Thank you very much.

DINO CHIODO: So, Wayne, I want to just say thank you one more time, and I know you're going to do a great job. And, we look forward to you making the noise, just like you would when you got to the mic. Just make sure they have a little stool that you can stand on, so they can get your full silhouette picture.

But, we do appreciate the work, we do appreciate what you do for the social justice movement, and everything you do in representing not only the NDP, but Unifor in its entirety. So, thank you.

Okay. Now, looking at the recommendations, we're going to go back if we can, because we're going to try and play a little bit of catch up. We're going to do Recommendation No. 6 and 7. Recommendation No. 6 is with regards to the Good Jobs Summit, and Recommendation No. 7 on CCPA, which is the Canadian Centre for policy Alternatives. Katha.

RECOMMENDATION NO. 6

KATHA FORTIER: You know, all those panels that I did across Ontario,

Niagara was my favourite, and St. Catharines, because I was there with Jerry, Angelo and Wayne. So, you know, I was like the tallest person in the front of the room. It was great.

Recommendation No. 6, but before I start, I do want to thank the delegates who have stayed. I know it's a long day. People are always hoping we'll finish early. It doesn't look like that's going to happen, but these are really important matters, so I thank people for sticking around to discuss them.

So, Recommendation No. 6 is on the Good Jobs Summit.

I recommend that the Ontario Council and local unions organize actively around the Good Jobs Summit, including:

- Identifying partners and issues in our communities, industries, and workplaces where a "Good Jobs" issue can be highlighted, and to take actions such as making a report on the issue, recommending a solution, or lobbying or organizing around these issues.
- Giving support to the Canadian Federation of Students Ontario Locals around their initiatives around student debt, accessible education, student jobs, and unpaid internships.
- Sending a large number of local union representatives and young workers to the Good Jobs Summit in October, and to the Unifor Young Workers Conference that will be organized in concert with the Summit.
- Ensuring that Ontario regional issues and solutions around Good Jobs are part of the National Good Jobs Agenda and Action Plan. These issues and solutions can be recommendations that flow from local unions, Unifor committees, and community projects with partners that Unifor supports or organizes.

DINO CHIODO: Thank you, Katha. Can I get a mover and seconder? Moved and seconded. Any speakers? Seeing no speakers at the mics,

All those in favour?

(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown, if any)

Carried. CARRIED.

Thank you very much. Recommendation No. 7, CCPA.

RECOMMENDATION NO. 7

KATHA FORTIER: Recommendation No. 7:

I recommend that the Unifor Ontario Council contribute \$5,000.00 annually to the Ontario CCPA, matching the National Union contribution, and ensuring ongoing research and public education issues of importance to Ontario.

And, just to let people know, all of the other regions have matching donations to their CCPA regional offices.

DINO CHIODO: Mover? Moved and seconded. Anybody at the mics? Seeing nobody at the mics,

All those in favour?

(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown, if any)

Carried. CARRIED.

Thank you very much.

So, moving to Recommendation No. 4 in your document, which is with reference to municipal elections.

RECOMMENDATION NO.4

KATHA FORTIER:

I recommend that Unifor local unions engage actively in the October 27, 2014 Ontario municipal elections by working with their District Labour Councils to support candidates who are supporting working family issues that include public services, fair wages, housing, transit, and good schools for our children.

Local unions are urged to contact the Unifor Membership Mobilization Department for training and resources about community and municipal political involvement.

In Toronto, Unifor will work with the Toronto and York Labour Council to elect Olivia Chow as Mayor and elect a progressive majority of counsellors.

DINO CHIODO: Can I have a mover? Moved and seconded. Speakers at the mic? Seeing no speakers at the mic,

All those in favour?
(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown, if any)

Carried. CARRIED.

With one in opposition; right? Thank you very much.

So, now what we will do is we will have Sarah Blackstock to come up and talk about the five things you can do for the provincial election. Sarah.

PRESENTATION: FIVE THINGS YOU CAN DO FOR A PROVINCIAL ELECTION

SARAH BLACKSTOCK: Okay, seriously, it's the end of the day, and I'm new to this organization; it does not seem fair that I have to be the one up here. And, since there is no one at the mic, I know you are eager to get out of here.

So, I'm up here to get the political juices flowing, but they are already flowing, and it's really exciting to be in this place where there is such incredible energy. We have heard Jerry say that Unifor was built to change this country. And, that essential to changing the country is changing the politics of the country. And, he's told us over and over again that Ontario is Ground Zero for that fight against the Tory agenda and the anti-worker agenda. And, undoubtedly, we're all in agreement with that.

So, the question becomes, what are we going to do about it? We've spent the last few days talking about political strategy at a pretty high level. We have talked about the leadership tour; we've talked about the Rights at Work Campaign; we've talked about how we are mobilizing for the Good Jobs Summit. We've talked a lot of strategy. Clearly, we're doing a lot.

But, as we all know, Unifor is only as powerful and influential as our members are mobilized and determined. And, as Rolly told us yesterday, we have to face the reality that mobilizing our members, and inspiring their confidence and determination is not easy. People are busy, people are scared, and people are feeling cynical and pessimistic, which makes our job really hard.

So, like I said, we've been talking about political strategy, what Unifor can do at, sort of, a high level to impact the Ontario election. What I want to do is talk about, for just a few

minutes, I promise, what we can do at a more local level. And, I'm primarily going to be looking at this from a communications lens.

The first thing I want you to do is pull out a piece of paper and a pen, and I'm going to ask you to take two minutes to answer two questions. There is paper on your tables.

The first thing I'd like you to do is write down a time in which the union -- and, it doesn't even have to be this union. Write down a time that the union has had a profound and positive impact on your life, or in the life of someone else.

Just take a minute and think about one of those times. Maybe it was at the bargaining table. Maybe it was rallying around a particular person in your community who needed support. Just think about a profound difference the union has made, and write it down.

The other thing I want you to do is write down the answer to this question, which is, why do you do this work? Why do you do this work with the union?

Okay. I want you to hold on to those for a few minutes. And, the reason I wanted to start with these questions is because when we're thinking about the Ontario election, and the smart savvy strategies that we can develop and implement, we also have to stay routed in our stories, and in what we know best.

Of course, the broad political strategies are essential; all of us know that. And, part of those strategies will be the kind of full-page ads that Wayne was just talking about. They will be fabulous materials from the National office. Those tools are important.

But, our stories and our voices are also important tools. And, from a communications perspective, we can't lose sight of how relevant our voices and our perspectives are, particularly in our own communities.

So, what I'm going to do is throw out five ideas, and they're totally adaptable. I'm just going to throw out five ideas of things that you might be able to do at a local level to impact the next election. And, lucky for you, the Blackstock top five is much shorter than the Letterman top five presented by our President.

Okay. First thing you can do, you can write. When that election is called write a letter to the editor and an op-ed that tells a personal story about a time when the union has made a huge difference. Perhaps it's that story that you just wrote down. Make it personal, because no one can refute your experience.

And then in that piece imagine how things would have been different if Hudak had been in power, if your union had not been as powerful. Include that in your piece. The goal here is to make politics personal, and to reveal the very human and personal ways that the Conservative agenda is going to hurt us, in our families, and in our communities.

Number two, you could organize a local media conference or send out a media release. If your local is endorsing a candidate, consider organizing a media conference or issuing a release. Even if you're not endorsing a candidate, you might use a media conference or a media release to highlight an important issue. This is a great opportunity, again, to share those personal, specific stories from your local, or from your community group, or whoever you are politically active with, and link them to the broader issues.

For example, if there have been a lot of layoffs in your community, you might consider asking a few people who have been impacted by a layoff to speak at your media conference, or be quoted in a press release. They might share a little bit about their struggle, about the support they need, and why, therefore, they are endorsing a particular candidate, or why, therefore, you're putting out a call to all political parties for a Good Jobs strategy.

The point is to keep it as personal as possible. Those are the stories that resonate. And, those are the stories that reveal just how relevant politics is. And, we need to reveal again how politics matters so much, because we are in a moment where it is so hard to mobilize people, and there is such incredible cynicism.

Number three, attend all candidate meetings. And, when you go there, tell that short personal story about the issue that matters to you, and then go for the jugular. Point out how the Tory policy relevant to that particular issue would impact you. And, if you can quote right from the platform, or quote from a press conference, do that. Don't be nasty or rude; just be strong, confident, informed and clear.

Number four, make your local or community group the go-to voice for your local media, and be creative. Have fun. If there is an issue that your local or community group feels really passionate about, and thinks it should be part of the local debate, make it part of the debate. Look for opportunities to intervene in creative and provocative ways.

For example, if hospital closures are an issue in your community, perhaps you show up at an all candidates meeting or an event with a giant map highlighting how far local people have to travel to get to a hospital.

And, maybe at the bottom of that map there's some signage that says something like, "Having a heart attack? Only 106 minutes to the nearest hospital." You've got a clear catchy image and message. The point is to be creative and provocative.

If you really want to go for it, you might have a small handbill with a few key facts that you can hand out to journalists. And, with that, you're well on your way to, one, making that issue part of the local debate; two, establishing your group as the go-to expert on hospital closures in your community, and you will have generated media attention about that important issue.

Number five, be optimistic. One of the most amazing things about being here today is hearing about the impact of our work, that there is cause for optimism, that politics matters, and that when we approach it with hope and determination, we can accomplish so much, which is also why we need to get out and vote, and encourage others to do the same.

The bottom line is that billboards aren't going to win this election. Even the brilliant material that you will get from your national office will not win this election for us. It will be us. So, let's get out there and do it. Let's do it for the reasons that you just wrote on that piece of paper in front of you.

I want to encourage you to put that piece of paper in your wallet. So, if during the election you're feeling really cynical, or Wayne has called you up to come out on a rainy day to help him knock on doors, and you're not really feeling like it, pull out that piece of paper to remember why this work is so important.

You can also use that piece of paper as the basis for your op-ed, for your letter to the editor, or to initiate something in your community. This is an incredibly important election, as we all know. And, politics is so much fought at the local level, and the leadership in here can have a tremendous impact, and I look forward to working with you to defeat the Tories.

DINO CHIODO: Sarah, thank you very much for that information. In saying that we will go to Recommendation No. 3.

RECOMMENDATION NO. 3

KATHA FORTIER: Ontario Provincial Election:

I recommend that Unifor Ontario commit itself to do everything necessary in the next provincial election to achieve a progressive government that respects trade union rights and the role of the labour movement.

Unifor will campaign actively for a pro-family and pro-worker positive agenda for Ontario, including:

a) Labour law reform as proposed by the Ontario Federation of Labour to protect contract and precarious workers, and to modernize and

democratize legislation and regulations on the right to organize. Specifically, contract workers should have legal protection for their job and their union when contracts change hands. Organizing rules should ensure that unions have access to employee lists and provide for free and fair elections including by offsite and online balloting.

b) A real jobs program based on investments in manufacturing jobs and innovation, and appropriate funding to maintain and expand Ontario public sector jobs.

c) No cuts to health care and education budgets, and an end to P3 privatization of Ontario services.

d) A "CPP like" Ontario Pension Plan.

Unifor will campaign vigorously to ensure that the Hudak Conservatives do not become the government in Ontario. Unifor will consult with our local unions, the trade union movement, and community allies to elect a majority of progressive, pro-labour candidates. If no party forms a majority government, Unifor will support a progressive minority government.

Unifor will give priority to constituencies where there are significant numbers of Unifor members, and where crucial fights will be waged that determines the outcome of the election.

Unifor Ontario Regional Council Executive will make further recommendations when the election is called.

DINO CHIODO: Can I have a mover on the motion? Moved and seconded.

Anybody at the mics? Mic 1.

CHRIS TAYLOR: Thanks, Brother Dino. Chris Taylor, President of Local 200, and Chair of the Political Action Committee. This is probably going to be the most provincial (sic) election, whether they call a bi-election, or whether it's going into 2015. Hudak, we all know, is not going to back away from his White Paper. Anybody believes that he has backed down from Right-to-Work in Ontario is being misled.

The reality is we've been under attack as a labour movement forever and a day. The difference here is it seems all too often now that the right wing is too comfortable in their attacks. When you take a look at Tim Hudak, when he announced that they were going to take down the Liberal government any way they could, he announced that his first stop on his campaign trail would be in Windsor. That's where we bore out the 1945 strike and the Rand Formula. And, for him to come into Windsor and think that he's going to start a campaign makes me feel that he seems awfully too comfortable in any election going forward.

Brothers and sisters, we don't have an opportunity to sit back here on this one, and hope that the person behind us is going to pick up the baton and take on the challenge to defeat Hudak. The reality is this is ours. It is our generation, it is our fight.

They brought it to our door, and we have to make sure that we're front and centre to make sure that son-of-a-bitch not only does not get elected as Premier in Ontario, but doesn't get elected in his own riding, and ride him off into the sunset, put him in a back corner where he belongs, and let's never have to hear from him again.

DINO CHIODO: Any other speakers at the mics? Speaker at mic 3.

KARI JEFFORD: Kari Jefford, President of Local 229, Northern Ontario. I stand in full support of this recommendation.

I just want to go one step further. Instead of waiting for an election to be called, I know that a lot of us in the room are working hard to try and pressure the NDP to keep the Liberals in power, and gain some actual good legislation and good rights at work for Ontario

workers. And, also, some of our funding back for healthcare and education.

I think it's really important that we apply as much pressure as we can, because, really, with a minority government with the NDP pushing, really, they have the power there. And, it would be a shame for them to give up that power just for a couple more seats.

So, I would encourage folks within their communities to start calling that office of Andrea's, and actually have her come out and actually speak a word about what she's going to do for workers of Ontario. Thanks.

DINO CHIODO: Thank you, sister. Speaker at mic 3.

ALISON GIBSON: Alison Gibson, Local 1090. I come from the Oshawa area, and it is stifling to see that all around me is all Conservative. We have Christine Elliott, we have Ouellette, and we have O'Toole, and that's it, and that's all around us. And, I come from 1090 and 222.

We had people like Chris Buckley, who ran federally, and we can't get our own people in? I don't understand. I know the people in this room are not the ones that I need to worry about. It's you going home and telling your friends, and your family that the people in our area need to vote NDP and get our own people in.

DINO CHIODO: Thank you very much, sister. Speaker at mic 3.

SHERI LAEKEMAN: Sheri Laekeman, President, Unifor 4212, representing Welland Canal workers and Niagara Region, and Cornwall office workers. Yesterday, I came and spoke about a resolution that wasn't this one, and I made mention about this particular resolution around why we don't actually pick a party, and the one labour party that exists, and why we're not, as a union, really bringing that up to that level.

Over the last 24 hours, I talked to three or four different leaders, and again, sort of to kind of go through some of the dialogue that we had, it's been a great opportunity to be educated. And, while I've always voted with labour, I see how we -- on a long-term basis our message may be slightly incongruent if we're not really elevating the NDP. And, yet, I can see that it's all a process, that right now we need to get to where we're going in short steps to avoid that absolutely ridiculous concept that Tim Hudak could be our Premier.

So, I definitely rise in support of this, and again, I appreciate what Unifor has done. I appreciate Port Elgin. Every time I come here I learn so much. And, I will, in my riding, which is sort of skewed around with, I've got Conservatives to the north in St. Catharines, high NDP population to the south. It's interesting why in St. Catharines we've got so many Conservatives, but at any rate, again, I support this and I appreciate, again, the education. Thank you.

DINO CHIODO: Thank you, sister. Speaker at mic 2.

MARY STRAUS: Yes, just a couple of quick points, for those that are card-carrying New Democrats and may occasionally get a call. When they call and say, "Is it a good time to talk?" I always tell them that I've got a lot to do, and it's not really. But, what I do tell them is I want them to tell Andrea that we do not need an election right now, that she shouldn't be thinking she's going to be a king-maker, because that is what will happen if they call it now. We all know what the polls are saying.

So, when you get a chance to talk to New Democrats, tell them that you don't want an election right now. Also, in the riding that the sister was saying about Whitby area, we have a wonderful Unifor member there, Trish McAuliffe, who has been educated at this Centre. She is a top-notch person. She has fought for the last couple of years in that riding, and has a lot more New Democrats than there used to be. And, I do think that with a little bit of help from you and I, our sister could be the next MPP there.

DINO CHIODO: Thank you very much, sister. Speaker at mic 1.

JOHN AMAN: Thank you, Brother Chair. John Aman, staff, Organizing Department. I wasn't going to speak. I know it's getting late in the day, and I commend delegates

that are here, but I think I have to speak to this resolution.

I think we've heard from a lot of very eloquent speakers today. We've heard about a lot of issues. We've heard from, you know, on a whole number of different topics. And, if there is one common thread throughout this whole process, it's that politics do matter. Everything that we fight for, everything that we have, everything that we try and maintain, I mean, the attack that we're facing is because of politics, it's because of our enemies, whoever they are -- I don't like using Tim Hudak's name, because it's not even about the individuals, it's about an idea.

And, that idea is going to persist whether it's Tim Hudak or the next person that replaces him. It might be another wolf in sheep's clothing. So, I think this is a very, very important resolution. And, we all have to do a lot more than we have been. I think it has to be much more than just the people in this room.

And, our previous organization, as you recall, Dino, one thing our members told us was, don't tell us how to vote, just talk to us about the issues, and let us make that decision. And, I think that is very, very important.

I think our members aren't stupid. Working class people aren't stupid. But, I think we need to engage them in meaningful discussion about what's in their best interest, what type of society they want to see, and who is going to deliver that society, like Wayne talked about, a brighter future for our kids. Well, that's a very important comment to make, but words are just rhetoric.

And, I think too many times, because we're so busy in our lives, myself included, maybe we don't get as involved or as engaged in the process as we should. And, I think it's such an important issue. And, I'm going to take this opportunity to talk a little bit about the one small piece, about the issue I was going to talk about earlier.

It's not even about the temp agencies. You've got a company like Toyota that pays 25 percent of their employees at 66 percent of their rate with no benefits and no pension. Why do they do that? Because the law allows them to do it.

When I started working in 1983 in my workplace, there weren't any temp agencies. But, you know, through NAFTA, through the policies, the neo-Liberal policies that we allowed to happen, we have workplaces today, 31 years later, I'm ashamed to say -- I mean, I meet workers today which I can't believe how they do it, that make less today than I did when I walked in there at 18 years old, when I was making \$11.50 an hour. And, it was a non-union job. We organized it in a couple of years, but I was making \$11.50 an hour in my workplace, and you wonder how these things happen.

So, my point is, it's all about politics, every single resolution in this book, every single issue that we want and we fight for is not going to mean anything if we don't take this resolution seriously, and take action against it.

Toyota just proved to us what they can do when they have regressive labour laws, and how they can manipulate the system and deny -- you know, we had over 3,000 people that signed a membership card at Toyota, thinking we're at a point that we want to succeed, but because of the way the laws were written by Mike Harris, again, you look at every single regressive legislation, it is about Conservatives that have come in and undermined us.

So, I just urge all the delegates, not just today, not just at this election, but from here on in for every day for the rest of our lives, we've got to remember that politics do matter. And, every person that we meet is an opportunity to get them on our side. Thank you very much.

DINO CHIODO: Thank you. Good job. Good job. Seeing no other speakers at the mic, looking at Recommendation No. 3, Ontario Provincial Election,

All those in favour?
(favouring votes shown)
Down.

Opposed, if any?
(opposing votes shown, if any)
Carried. CARRIED.

Thank you very much, brothers and sisters. Good job. And, what we'll do now is we're going to move on with our agenda, and we will have Chris Taylor, he is the President of Local 200, and he is the President of the Windsor District Labour Council, introduce our next guest speaker.

CHRIS TAYLOR: Thanks, Dino. It's my honour to introduce the next speaker, Bruce Moncur. Bruce is a veteran of the Afghan conflict, and is here to talk to us about the issue facing our veterans, and his plans to help veterans going forward.

As a union, we don't condone war; we believe in diplomatic solutions. But, when wars break out, it's our sons and daughters or our family and friends' sons and daughters that serve. One thing the Harper government is good at is that they don't care which group of Canadians they choose to exploit. They closed veterans' offices across the country, and their handling of veterans by Julian Fantino was nothing less than shameful.

Bruce knows the issues facing vets, the attacks on workers, the shameful treatment of our First Nations people, and women, and so many other Conservative injustices. And, he understands that it will take all of us coming together to ensure Canada is a just and socially conscious nation for all.

So, without any further ado, please welcome Bruce Moncur.

PRESENTATION: AFGHANISTAN VETERANS ASSOCIATION OF CANADA - BRUCE MONCUR, VETERAN

BRUCE MONCUR: Good afternoon. Thanks for having me. I just want to say a special thank you to 444 and 200, the locals in Windsor. They've been nothing short of amazing in helping me.

I'm here to talk to you about the Afghanistan Veterans Association of Canada. We call ourselves the AVAC. And, before I do that I'd like to tell you a little bit about myself.

I joined the military on June 26, 2001, and 19 days after completing basic training, the events of 9/11 happened. I deployed to Afghanistan, rode a 306, and attached to 1 RCR Charles Company 8 Platoon. I fought in Operation Medusa, and was strafed by an American A-10 Fighter Jet.

My platoon of 40 reduced to five in 48 hours. I was hit three times by shrapnel, underwent two brain surgeries, and had five percent of my brain removed. I had to undergo extensive physical and occupational therapy. I was released from the military after ten years, and I went back to school and finished my degree at the University of Windsor, with a Bachelor's degree in History, and minors in Political Science and Ancient Civilization.

Since then, I've been working with the developmentally challenged with Essex County Community Living, and currently, working two days a week out of Joe Comartin's office assisting veterans with their claims are a result of the closing of the Windsor Veteran Affairs Office.

So, the Afghanistan Veterans Association of Canada, our goals are, primarily, we're going to assist all veterans of all wars, past, present and future. Our secondary goals would be to get the National Afghanistan Memorial in Ottawa with veterans fingerprints all over it; something that we agree with. The etching of the Afghanistan war on every cenotaph in every town, at reunions, and so on, and so forth.

Now, I'm going to tell you there are other examples of associations. You have the Airborne Association, you have the UN Peacekeepers Association, you have the Air Force Association, the Korean War Veterans Association, and the Aboriginal Association. And, these associations are established and have been going for quite some time now.

What we're going to try to do as an Afghan Association is we're going to try and build off the foundation that they have built, and we're going to take it a step further. We're going to try to evolve, just as you have evolved with the combining to make Unifor.

Why this needs to be formed. First and foremost, it gives a voice to the Afghan veterans. There are 40,000 of us in Canada. And, the fact of the matter is, when they have a committee in Ottawa or anything like that, we don't have representation there. To help veterans of all conflicts get the services they need, maintaining contact with the men and women you served with; right? And then we're losing 1,000 World War II veterans a month. And, the youngest that a Korean War veteran can be is 79.

It is the younger generations that will have to start looking out for their interests, as every group has a different need. Veterans affairs can be complicated and confusing, and this association can help veterans navigate back. Such assistance will help avoid the feeling of helplessness or hopelessness that can result in the refusal to get services.

Who can join? Anyone that served a tour in Afghanistan is welcome to join our association. All Silver Cross Mothers will receive honorary membership. Immediate family members of the fallen soldiers will also get honorary membership. And then, honoured guests who have helped the Association will be able to apply as patron members.

The members themselves, and honorary members, they will get a vote, and patron members will not have the vote. We're looking at having our yearly fees at about \$40.00 a person. Honorary members will not pay a thing because, frankly, they've sacrificed enough in losing their loved one. And then patron members, because they don't get the right to vote, we will charge them about \$20.00 a year.

So, now I want to tell you, the waters are muddy, and there's a big fragmentation within the veterans. And, in fact, the fragmentation has been going on for decades now. And, first, you have D&D, and then you've got the Legion. Now you start going into the charities. Then you've got your Veterans Affairs. Now you throw in the associations, the UN Peacekeepers; their entire presidential and their directors just went with Julian Fantino to Cyprus, costing the taxpayers over \$100,000.00.

The Airborne Association, they're more concerned about getting the Airborne back and becoming a unit than actually doing any sort of veteran advocacy. The Korean War veterans, as I told you before, they're closing in on 80 and up. The Air Force Association and the Aboriginal Associations, you're getting too many associations here. I think our association's goal is, frankly, to form the Canadian Veterans Association of Canada, so that we can bring together the 400,000 plus veterans under one association.

So, now you've got PSAC, who are the representatives for the Workers of Veterans Affairs, you've got the Minister himself; now you get Mr. O'Toole, and Mr. Han, the Conservative MPs. Now you've got the NDP critic, you've got the Liberal critic, throw in an ombudsman, and then finally the veterans.

You don't understand just how divided we are, and the division is literally costing people their pensions. And, the hopelessness is causing people, in extreme cases, to commit suicide.

There are problems within VAC. It's undeniable. Ladies and Gentlemen, I tell you, this organization is in dire straits. Five percent of my brain garnered me a 10 percent disability. Frankly, they gave me \$22,000.00 lump sum, for the rest of my life. If you put forward the 54 MPs that voted for a) to up our level of commitment in Afghanistan, and b) for the New Veterans Charter, those men and women are entitled to their full pension. So, at 65, they're going to be pulling in about over \$100,000.00 a year. But, for the sake of math, I'll just say \$100,000.00 a year, and if they live to 85, that's going to cost you and me, the taxpayer, \$108 million.

Now, my brain injury is one of the most severe injuries you can sustain, so we'll

use that as a median. \$22,000.00; do you know how many of my pensions would have to add up to 54 men and women? It would take close to 5,000 of my pensions to equal 54 federally elected MPs. That's not right, ladies and gentlemen. We need to change this.

So, it is undeniable that Canada is lagging behind our allies in the treatment of its veterans. As soldiers are committing suicide, it has become clear that change needs to occur. As Afghan vets struggle with adapting back to civilian life, they continue to fall between the cracks. Our association needs to be an example to all other organizations and show them that we will adapt and overcome all challenges put before us. Help me abolish the insurance company way of dealing with our pensions. "Delay, deny, die" must never be said again.

The Plan. So, basically, what I want this association to do is starting in south-western Ontario, a grassroots movement that will grow and eventually become a national association with branches in each province and territory. Incorporate, as a non-profit; writing a constitution and bylaws; holding elections for positions; organizing and canvassing for members; helping veterans obtain all of their veterans' affairs benefits; raising funds for memorials and reunions; ensure Afghan veterans get the respect they deserve.

Fragmentation will be our downfall, as I said earlier. This association has to happen. Disunity has hurt the veterans' cause. This is a real opportunity to show all parties involved that a difference can be made.

More obligation. Now, you might have heard this in the news a little while ago. Lawyers for our current government are arguing that the moral obligation Sir Robert Borden spoke about just days before the battle at Vimy Ridge does not apply to the injured veterans of today. According to our current government, when we were a poorer country with more veterans and less people, there was a moral obligation to those injured in war. But, now that we're a rich country with more people and less veterans, we no longer bear that responsibility to take care of those injured in war. And, ladies and gentlemen, that's not right.

That's where I bring Unifor into this. As working veterans have come under attack by our government, much the same as the attacks on our workers' rights, our collective and individual rights are being diminished at an alarming rate. There can be no mistaking that it will take all of us coming together to fight these attacks and ensure all Canadians have rights, from workers, veterans, aboriginals, women, and other interest groups. If veterans' rights are not safe from this government, then no one's rights are.

I work closely with Joe Comartin, the MP for Windsor-Tecumseh. It is he who suggested that I take a look at Unifor and their structure. I noticed right away that much is the same as the association that I'm trying to create for the Afghan vets; Unifor promotes equality and rights for all. I was happy to see that your Constitution allows for community chapters, thus allowing for groups to have a voice and representation, even if they're not part of the union.

I'm looking forward to exploring a close relationship with Unifor in hopes of creating a bond of solidarity that allows us to work together on behalf of the men and women who have fought for this country. I can't do this along, ladies and gentlemen. Any questions? Thank you.

DINO CHIODO: I just want to take a moment to thank Bruce Moncur for coming out here and talking to us about some of the issues that he deals with, the challenges that he experiences, the Veterans' Affairs offices that were closed, not being able to go there, being able to get the services necessary because there are challenges. There are conditions that they fight, day after day, coming out of war in Afghanistan. And, from that perspective, their issues are somewhat our issues. Their concerns are our concerns.

Just like we fight the government on issues, they're doing the same thing. And, I want to recognize Local 2458 for a moment, because they are going far and wide with regards to Wounded Warriors and the amount of money that they raise for those organizations. And, people

that come back as veterans, injured individuals, having different conditions, whether it be a lost limb, having some psycho-traumatic distress, there are a number of components that go into these individual's lives when they come back. And, what do they come back to at the end of the day? They come back to trying to put their life back in order.

And, it's not this government that helps them. It's individuals in the community that try to come together to do some of that. And, through Unifor, with community chapters, as Bruce Moncur has eloquently said, there is some hope that we can provide a little bit of space to be able to put something together to make a unified step forward with the war Afghan vets, and work towards making sure that we can put a Veterans' Affairs office in place, where you can get the needs looked after and the concerns looked after that you're putting forward here in front of us.

And, I thank you for the courage that you've shown, the display and effort that you've put forward because you are one of the heroes that we don't talk enough about. Going out there and fighting for us to be free is nothing short of amazing, and I thank you very much from the bottom of my heart, my daughter's heart, my family's heart, and Unifor's heart.

Question on mic 1.

MIKE LOVRIC: It's not a question, but my name is Mike Lovric from Local 444, Vice President. And, on behalf of Local 444, we want to support Afghan war vets, and we want to see you succeed, Bruce. Your issues are our issues. We fight for the same things, a better life.

We want to work closer with you, with your vision, an Afghan Veteran Affairs office. So, we want to donate \$2,000.00 to your cause. Thank you.

DINO CHIODO: Okay. Thank you, everybody. Thank you very much. What we will do is we will get on with the next recommendation. It was a recommendation that was supposed to come out a little earlier today, but because of some of the changes that we had to make it will be Recommendation No. 8. So, I'll have Katha come up and read that out.

RECOMMENDATION NO. 8

KATHA FORTIER:

I recommend that Unifor Ontario Local Unions actively support and show solidarity for Unifor members in bargaining in 2014 by reaching out to other Unifor locals in their communities and informing members of progress, problems and results. Unifor Ontario locals are urged to respond quickly and generously to appeals for support from the National Union.

Unifor Ontario will ensure that information on major bargaining that affect whole industries such as health care and pulp and paper bargaining, including requests for support and solidarity, are circulated. Major bargaining issues are also regularly reported on in "UniForum", our online newsletter, and local unions are encouraged to ensure that all local union executive members and stewards subscribe to UniForum.

DINO CHIODO: Can I have a mover? Secunder? Speakers at the mic?

Speaker at mic 2.

KELLY DOBBS: Kelly Dobbs, President, Local 723M. We rise in support of this recommendation.

Myself and my Vice President, Paul, here, are about to enter into some serious negotiations with Bell, the giant, and we are looking for support from the Ontario region and from the National. Headlines such as "BCE Rides Media Wireless Units to Profit Growth, 17 percent rise last quarter helped by strong growth in the media wing." Bell made \$230 million in profit last year,

which was up 34 percent.

And, what we see here is that there is no reason for the concessions that they are going to come to the bargaining table with. They plan to close our defined benefit plan and force members into a DC plan. They're dramatically reducing our benefits in a flex plan, which they sell as being a plan of choices, and we see the only choice is sub-par benefits. They're reducing our stat holidays by eliminating Family Day.

For most of you who are provincially regulated, you'd say, well, they can't do that, but we're federally regulated. So, because we had a little clause in our agreement that said that we would also get every provincial stat, they said, well, we don't want to honour that because you're federally regulated.

So, they hide behind the fact that they're federally regulated, and don't want to treat our Ontario workers the same as other Ontario workers. So, all we see is that there is no reason but greed and disrespect for the hard work of our members. And, that's what they're coming at us with.

Our members have bargained over the 25-year history of their local, and this time we fear that there won't be bargaining. It will just be Bell coming with their take it or leave it package, you can't amend it, you can't do anything. And, you know, we want to leave it, because it's not in the best interest of our members.

So, we're going to need the support from all of our brothers and sisters to push back. Bell needs to know, right from the start, it's not sitting down at the table with 650 members of that local. It's sitting down with 158,000 Ontario members, and 300,000 national Unifor members.

So, President Jerry has already committed to coming to our bargaining table as a show of visibility and solidarity, and I think that's going to matter. And, we hope that we can also turn to all of our brothers and sisters here in the Ontario region to give strength, support, and encouragement to our members, so they have the courage to demand from Bell the respect that they deserve. Thank you.

PAUL BOYNETT: If I could just add one thing? I wanted to say that I've been in 299 Queen, which used to be City TV and Much Music, now it's just Much and the other Bell properties. I just wanted to say, this is the first time in 20 years I've seen any sort of movement, any sort of talk, any sort of push back from our members. So, we need the momentum, and we ask for it.

DINO CHIODO: And, you guys will get it. Good job. Speaker at mic 1.

MIKE LOVRIC: Thank you, Brother Chair. Mike Lovric, Vice President of Local 444. I'm totally in support of this recommendation. In the Windsor-Essex area, we produce a news booklet called The Guardian. As of right now, we have ten locals from that area that report what's happening in their respective locals.

This magazine comes out every four months. This is a great way to communicate to all of our members and retirees on events and campaigns that we're doing in the area. We also advertise our Unifor made products and services in our issues.

It is mentioned in the recommendation whole industries, such as healthcare and pulp and paper. Well, a couple things missing are casino and independent parts also should be highlighted in this recommendation. Shane Wark discussed in his report in the IPS Council that companies like TRW have workplaces throughout Ontario, and the leadership of each workplace should be getting together to discuss the bargaining strategies and the highlights.

We, at Local 444, are an amalgamated local, and we have many parts suppliers. We're starting a newsletter started IPS Talks, where it's a one-page newsletter discussing issues in the parts industry. We got this idea from the National Union when they produced the Auto Talks during the 2012 Detroit Three bargaining. Our members loved this extra

information during the bargaining process. It kept them informed.

We even used it in our recent casino negotiations, called Casino Talks. And, we were putting out a newsletter weekly that kept the members informed. Again, our members appreciated it. Educating and keeping our members informed is the key to having our members' support. The more information we get, the better. Thank you.

DINO CHIODO: Speaker at mic 3.

SHERI LAEKEMAN: Sheri Laekeman, President, Unifor 4212, representing the workers of the Welland Canal, St. Lawrence Seaway, Niagara and Cornwall offices. I stand in full support of this resolution, and I'm very excited to be up here again supporting another resolution. I think I've supported all of them now at the mic, so I hope you're not sick of me yet.

DINO CHIODO: Not yet.

SHERI LAEKEMAN: At any rate, absolutely I am a federal sector worker. We are currently in bargaining with our employer, which is the SLSMC. That stands for the St. Lawrence Seaway Management Corporation. They are a not-for-profit organization that has been running the seaway for now almost 20 years. In 2018, their mandate is up.

We are bargaining. We are going to be going into our fourth week of bargaining the last week of May. And, I hate to tell you, in the federal sectors there is no bargaining. We're sitting across the table chasing our tails. This is the first time I've been in bargaining, but it's pretty frustrating to know that essentially we don't have any leverage. Our right to strike has been eliminated. After what happened with CUPW, of course, there are lots of concerns.

At any rate, I just wanted to bring a little bit of a higher profile. We're a very small group, both in Ontario, in Niagara region, and also in Quebec, Montreal, St. Lambert office is in there, and there's locks there as well.

We're going through massive changes and downsizing. And, I don't want to get too much into it, because we are in bargaining, but in May, we are in that last week of bargaining, it's our last scheduled week of bargaining.

The membership is ripe. We are at general membership meetings. We are getting 35-40 percent of our members out to meetings, which is absolutely unheard of. I would like to sort of mirror what another gentleman said earlier, the momentum is here for us.

My members, when we're in meetings they say, "Why do you have to go to those council meetings? We don't have the money. It's costing us lots of money. You know, you go up there and you party, and you do this, and you do that." And, I'm like, "Okay." At any rate, lots of good work gets done. I always go back and I report on all the great stuff that we do. And, ultimately, what I tell them is, the people that I meet up there every time, if it's one, two -- this time I've met a whole group of great people at 444 who have taken us in, myself and some people that I brought in to do the table.

They have taken us in and it has been an absolute joy to see that kind of leadership in 444 take us in. So, I'd like to thank them. But, I certainly look forward to not only asking for the regional, but also the National office, in the last week of May, if we come to that point, we have several bridges in Niagara and those big boats can't get through the canal if there are a bunch of red t-shirts and red hats standing on them.

We're talking about thinking outside of the box, and we don't have a lot of leverage, but listen, we can get creative. We've got lots of people that are quite determined to try to take back what we're losing, trying to make sense of what doesn't make sense when you deregulate, you essentially put the shippers in charge of the seaway by giving them a place on the Board of Directors, and then you start to give them all sorts of money to basically save them money in the long run.

So, to make a long-winded argument here, I want to see you guys out there. And, when the time comes, I will bring my people, and I will absolutely stand shoulder-to-shoulder

with you at your contract talks. Thank you.

DINO CHIODO: Thank you, sister. Speaker at mic 3.

BRENT MACMILLAN: Hi, again, it's Brent MacMillan, Local 38, Sault Ste. Marie. And, like all the other speakers before me here, I am in support of this recommendation.

I work for a company called Bell Aliant, which is a spinoff of Bell Canada. And, we are about to go into negotiations with Bell Aliant at the end of this year. But, we are one of seven bargaining units that will be in negotiations with them this year, in Ontario, Quebec, and the Atlantic, and I'm asking the National to take an interest in our negotiations.

I am afraid that -- this company is notorious for playing one bargaining unit against the other. And, they are always coming to the table saying that they've got no money, and that will be the same story again here when they are doing extremely well in profits. But, when it comes time for wage increases for their employees, they don't seem to have any money. And, in playing one bargaining unit against the other, you end up with zero percent wage increases, which is what they got in the Atlantic, or very meagre here in Ontario.

Right now, one of the bargaining units is there at the table, Northern Telephone. The Atlantic is going, in the summer, to the table. And, following that is Télébec. We have most of the bargaining units. There is one in Télébec that is with the Teamsters. But, we need some sort of coordination to make sure that we're all on the same page, that we're all going to support each other in our negotiations, and getting decent wage increases.

My wage increases that I've gotten over the last couple collective agreement haven't kept up with the cost of living, and my purchasing power is slipping away. And so, we can't have signing bonuses anymore, and we can't have one percent wage increases going further. And, we all need to be on the same page for that. So, I ask for your support. Thank you.

DINO CHIODO: Thank you, brother. Katha.

KATHA FORTIER: Thanks, Dino. I just want to make a couple of comments about the recommendation before we go to the vote.

First of all, this was an excellent dialogue today. And, like any recommendation, it's about starting people talking about their issues. And, this is so important. I mentioned specifically the healthcare and the paper bargaining, because those two sectors have actually held bargaining conferences since our last council met.

But, this is meant to be, inclusive, and this is the opportunity because nobody can speak more eloquently to your issues specific to your areas, whether they're the Welland Canal, or Bell, or independent parts, or the gaming industry. This is really about solidarity and strength of our union, and I, in particular, appreciate Sister Dobbs' comments about feeling the power, because there is a lot of power in this union, and this is why we made Unifor. So, thank you for supporting us.

DINO CHIODO: Okay.

All those in favour?

(favouring votes shown)

Down.

Opposed, if any?

(opposing votes shown, if any)

Carried.

CARRIED.

Thank you very much.

So, getting onto the last order of business for the day, I'd like to invite up the Workers with Disabilities Committee. And, I'm going to ask up Sam Snyders, the Chairperson, to say a few words. Accompanying him from the committee are Derek MacLeod, and Denise Viau as well.

PRESENTATION: WORKERS WITH DISABILITIES

SAM SNYDERS: Yes, thank you. I'm Sam Snyders. Before I begin, I just want to make sure I didn't hear if Derek was introduced. So, Derek MacLeod, and Denise Viau. Thank you.

I'm here to introduce to you the *Accessibility for Ontarians for Disabilities Act*, or the AODA, as I will refer to it going forward. In 2005, the provincial government enacted the Act as a framework for the development of a province-wide, mandatory standard on accessibility in all areas of daily life. These areas are represented by the following five groups; customer service, employment, information and communications, transportation, and design of public spaces.

The goal of the *AODA* is to establish measures and policies, practices, and requirements, with definite timelines that will help create a fully accessible Ontario by 2015. And, that's quite a goal.

I wish to highlight a few of these deadlines before viewing a video that will provide more information on the Act itself. Please note that some of these deadlines have already passed, and consider whether your organization is meeting these requirements.

Accessibility policies, multi-year accessibility plan: By January 1, 2014, large organizations must develop and implement accessibility policies and a multi-year accessibility plan, describing how the organization will achieve accessibility and compliance in the integrated standards. This document must be included with a statement of commitment, and be posted on the organization's website.

Self-service kiosks: By January 1, 2014 large organizations must have regard to accessibility issues when designing, procuring or acquiring self-service kiosks.

Training: By January 1, 2015, all employees and others providing services on behalf of large organizations must receive training on the *Human Rights Code* as it pertains to persons with disabilities and the integrated standards.

Feedback: By January 1, 2015 large organizations must ensure that their feedback processes can be administered in accessible formats and with communication supports.

Accessible Format and Communication Supports: By January 1, 2016 large organizations must provide information and communications in accessible formats, and with communication supports to individuals with disabilities.

Accessible Websites: By January 1, 2014 large organizations' internet websites must generally meet the specifications of website content accessibility guidelines.

Employment: By January 1, 2016 companies must come into compliance with the *AODA* employment standards, which will involve various document and process changes relating to, for example, recruitment, accommodation, and return-to-work processes. The handout that we've supplied, and you should all have one in your kit, offers you more detail and supplies you with the resources that will start you in the right direction for determining whether your employers are meeting their responsibilities.

Next we have a short little video on the *AODA*. And, if there are any questions, please feel free to come and find the committee afterwards, we'll be outside, and come and ask us any questions. So, if we can run that video?

--- Whereupon a video is played

DINO CHIODO: To the Workers with Disabilities Committee, Sam Snyders, Derek MacLeod, Denise Viau, thank you very much for the information. Thanks for coming up here. And, we appreciate all the work that you guys are doing helping people with disabilities. Thank you very much. Keep it up.

Before we adjourn, I'd like to ask Katha Fortier, the Director for Unifor Ontario

Region to come up and say a few words.

CLOSING REMARKS

KATHA FORTIER: So, pretty fitting, I think, that we end the day with a presentation from our Workers with Disabilities Committee because, quite frankly, that's a new entity for both of our organizations. So, it's great that we're able to see what they bring to the table.

While I'm making a few very short remarks, I want you to do something. I'd like you to go through your paper and find your lyrics for Solidarity Forever, because after the last council, I was given a little bit of feedback that apparently every former CEP event was ended in a song. So, we're going to carry forward that tradition, and before we adjourn today, we're going to sing together. So, find your lyrics, sister and brothers, and your voice.

I do also just want to thank the delegates this weekend. Oh, sorry, Bruce, point at mic 3.

BRUCE ALLEN: I would like to know if there is going to be an opportunity to speak to the President's Report.

KATHA FORTIER: The Canadian Council is generally where we would speak to the President's Report. But, if there are some points you want to make, Bruce, absolutely.

BRUCE ALLEN: Yes, there is something I'd like to say. Thank you.

DINO CHIODO: Okay, go ahead.

BRUCE ALLEN: Thanks for your indulgence. I really appreciated Jerry's comments about Bangladesh in his report yesterday. I wish, though, some mention had been made about something else that's happening in the same industrial sector in Asia right now that I consider extremely important.

As we speak, there are over 48,000 Chinese workers engaged in a mass strike in China against companies that produce footwear for Adidas and Nike. We should be paying extremely close attention to this. Anybody who watches what goes on in China knows that there are thousands of protests across that country every year. They're usually isolated, they're usually short-lived. This strike is taking things to a completely different level.

And, I would point out, in particular, in order to get this particular point across, that as we meet here now, it is now 25 years almost exactly since the events in Tiananmen Square in Beijing. I watched those events with extreme interest. It was partly because of academic interests, that was my field of study, but also as a labour activist. And, two things still stick in my mind about those events that are little known and never really been considered very much.

One is that it was not just students and young people occupying that square in the centre of Beijing; there were also independent trade union groups that represented potentially the embryo of a reborn labour movement in China. And, another thing happened, about two weeks before the tanks were sent in, there were strong indications that there could be a mass rail strike in China.

If railway workers had struck at the same time as those students and other people who were occupying that square, and demonstrations were breaking out across the country, including massive demonstrations in cities like Shanghai, the place would have been consumed in revolution.

Think of it, if that had happened in China, it would have changed the course of human history, which brings me back to my original point. If you can see the broader significance or the broader implications and potential of all this, then it is self-evident that it is absolutely necessary to pay extremely close attention to this strike. And, not only that, to think of how we can support those workers.

We don't want them to lose. We want them to win and build the self-confidence of workers all over China to create a real labour movement, not the phony state-run

trade unions that some people treat as being legitimate. They're not.

But, we have to pay attention to that. We have to figure out what to do about it, what we can do to support them. And, I would also suggest, with the CLC convention coming up in a week and a half, something as hugely important as this should be a principle focus of that convention.

KATHA FORTIER: Thanks, Bruce. So, again, I'm just going to continue on with a very few short remarks.

This really has been an incredible weekend, and I do send my sincere thanks to all of you who have held out to the end of the day. It looks like we have a little more than half the room here. So, that's kind of impressive.

These were really important things that we talked about this weekend. And, excellent, excellent panelists. Alistair Woods, I tell you, just was so articulate and a wonderful young person that we heard from today. And, we've talked so much about youth and how we need to get them involved, and the connections we can build. So, they are incredibly important going forward.

All of our talk about support for bargaining, it's not just talk. We mean it, we're going to do it; we're going to support each other, because this is our strength. Our multi-sector union is about strength, and it is, as we've heard in the Bell Aliant workers, where they go backwards instead of going forwards. And, we've seen the same in healthcare and other sectors.

So, again, I hope that people are really feeling energized. I hope that the tech people are ready for the music. And, thank you so much for coming, please give yourselves a round of applause. We haven't adjourned yet, you have to sing first.

--- Whereupon Solidarity Forever is sung

DINO CHIODO: Okay, everybody. I just need a motion to adjourn the meeting. Moved and seconded?

All those in favour?
(favouring votes shown)

Down.

Opposed, if any?
(opposing votes shown, if any)

Carried. CARRIED.

Please have a safe ride home, or a trip, however you got here through transportation. We'll see you again in November for the 3rd Ontario Regional Council. You guys have all done a wonderful job; give yourselves an applause. You did a wonderful amount of work for our membership. All the very best. Unifor is strong, Unifor is strong, Unifor is strong. Thank you.

---- Whereupon the meeting is adjourned at 4:38 p.m.